

AD-A114 806

RAND CORP SANTA MONICA CA

F/G 15/5

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARME--ETC(U)

MAR 82 Z D DOERING; W P HUTZLER

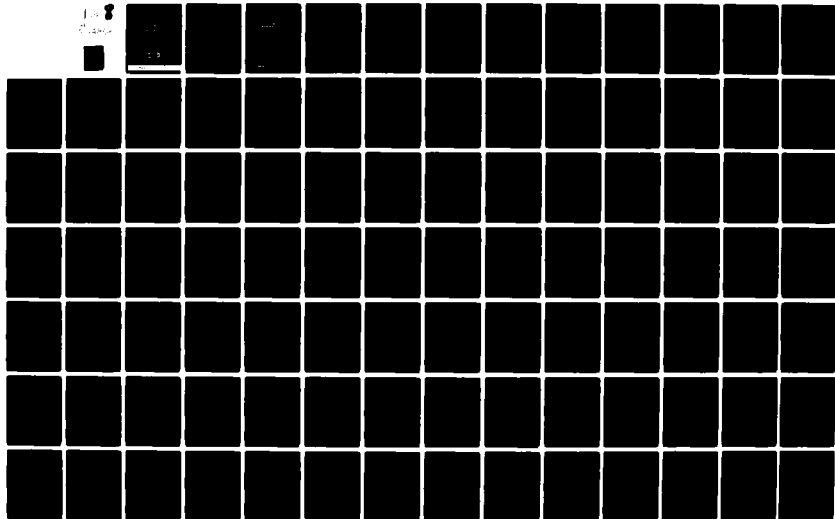
MDA903-80-C-0652

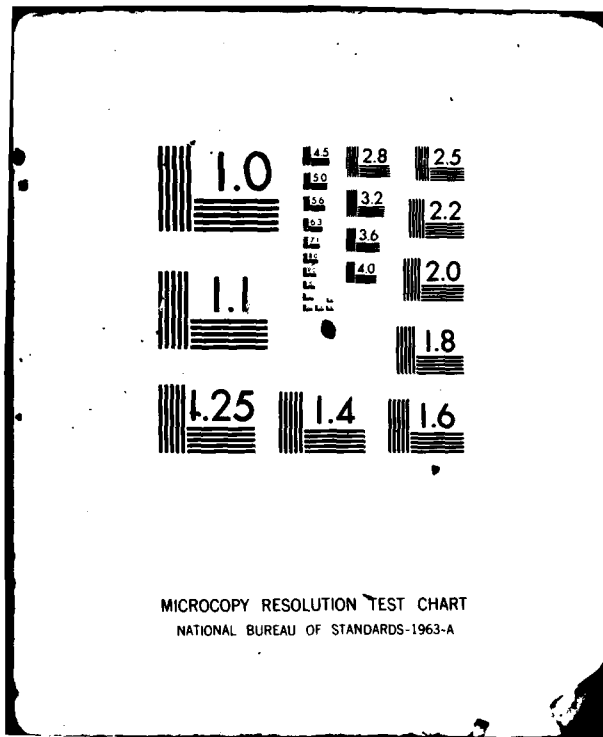
UNCLASSIFIED

RAND-R-2851-MRAL

NL

1-8
Change





12

Description of Officers and Enlisted Personnel in the U.S. Armed Forces

A Reference for Military Manpower Analysis

Zahava D. Doering and William P. Hutzler
with the assistance of Corazon M. Francisco
and Marie J. Sanchez

AD A114806

DTIC FILE COPY

DTIC
ELECTE
MAY 25 1982
S H D

DISTRIBUTION STATEMENT A
Approved for public release
Distribution Unlimited

Rand

82 05 24 120

The research described in this report was sponsored by the Office of the Assistant Secretary of Defense/Manpower, Reserve Affairs and Logistics under Contract MDA903-80-C-0652.

The Rand Publications Series: The Report is the principal publication documenting and transmitting Rand's major research findings and final research results. The Rand Note reports other outputs of sponsored research for general distribution. Publications of The Rand Corporation do not necessarily reflect the opinions or policies of the sponsors of Rand research.

R-2851-MRAL

Description of Officers and Enlisted Personnel in the U.S. Armed Forces

A Reference for Military Manpower Analysis

Zahava D. Doering and William P. Hutzler
with the assistance of Corazon M. Francisco
and Marie J. Sanchez

March 1982

Prepared for the
Office of the Assistant Secretary of Defense/
Manpower, Reserve Affairs and Logistics



UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER R-2851-MRAL	2. GOVT ACCESSION NO. AD-A14 806	3. RECIPIENT'S CATALOG NUMBER
4. TITLE (and Subtitle) Description of Officers and Enlisted Personnel in the U.S. Armed Forces: A Reference for Military Manpower Analysis		5. TYPE OF REPORT & PERIOD COVERED Interim
		6. PERFORMING ORG. REPORT NUMBER
7. AUTHOR(s) Zahava D. Doering, William P. Hutzler, with the assistance of Corazon M. Francisco and Marie J. Sanchez		8. CONTRACT OR GRANT NUMBER(s) MDA903-80-C-0652
9. PERFORMING ORGANIZATION NAME AND ADDRESS The Rand Corporation 1700 Main Street Santa Monica, CA. 90406		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
11. CONTROLLING OFFICE NAME AND ADDRESS Assistant Secretary of Defense Manpower, Reserve Affairs & Logistics Washington, DC 20301		12. REPORT DATE March 1982
		13. NUMBER OF PAGES 672
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)		15. SECURITY CLASS. (of this report) Unclassified
		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE
16. DISTRIBUTION STATEMENT (of this Report) Approved for Public Release; Distribution Unlimited		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report) No Restrictions		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Armed Forces (United States) Military Research Officer Personnel Surveys Enlisted Personnel		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) See Reverse Side		

UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE(When Data Entered)

→ This report provides a description of the officers and enlisted personnel in the United States Armed Forces. The data for this description are drawn from the 1978/1979 DoD Survey of Officers and Enlisted Personnel, jointly designed and administered by The Rand Corporation and the Department of Defense. This work should contribute to defense manpower policy analyses and evaluation by providing demographic, economic, behavioral, and attitudinal information about the men and women on active duty not available as part of the routinely collected administrative data; by identifying problematic areas of military life which may be amenable to ameliorative action; and by isolating specific areas for further policy analyses. The sections of the report have been organized around a broad range of topical areas covered by the survey. Each section begins with a short summary highlighting some of the findings.

UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE(When Data Entered)

PREFACE

This report was prepared under Task Order 81-V-1 as part of the Rand Manpower, Mobilization, and Readiness Program, sponsored by the Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics)--OASD (MRA&L).

With manpower issues assuming an ever greater importance in defense planning and budgeting, the Rand study program seeks to develop broad strategies and specific solutions for dealing with present and future defense manpower problems. A key component of the program is the development of DoD-wide data bases to support policy formulation and research for dealing with defense manpower problems. Such data should include information about the behavior, experiences, attitudes, preferences, and intentions of military personnel. Particularly if collected on a periodic basis, these data could be used to assess the response of military personnel to past and current policy changes and to identify future areas for policy action.

This report contributes to defense manpower policy analysis and evaluation by providing data that are not routinely collected--including demographic, economic, behavioral, and attitudinal--about the officers and enlisted personnel on active duty in the United States Armed Forces. The report also identifies problem areas of military life amenable to correction and specific policy areas for further analysis. Data for the report were drawn from the 1978-1979 DoD Survey of Officers and Enlisted Personnel, a survey jointly designed and administered by the Department of Defense and The Rand Corporation.¹

¹See: William P. Hutzler and Zahava D. Doering, *1978 DoD Survey of Officers and Enlisted Personnel: Sample Design and Selection*, The Rand Corporation, N-1453-MRAL, February 1980; Zahava D. Doering, David W. Grissmer, Jennifer A. Hawes, William P. Hutzler, *1978 DoD Survey of Officers and Enlisted Personnel: Survey Design and Administrative Procedures*, N-1458-MRAL, April 1980; and Zahava D. Doering, David W. Grissmer, Jennifer A. Hawes, William P. Hutzler, *1978 DoD Survey of Officers and Enlisted Personnel: User's Manual and Codebook*, N-1604-MRAL, January 1981.

ACKNOWLEDGMENTS

The authors would like to acknowledge the continued guidance of Lt. Col. Michael W. Bryant, formerly in Enlisted Personnel Management, Office of the Deputy Assistant Secretary of Defense (Military Personnel Policy), MRA&L, throughout this research project. Lt. Col. Harry Thie of the same organization helped to interpret the data. Gwen O'Neill, Defense Manpower Data Center, provided technical and programming support. Deborah Hensler and Paul Hill of The Rand Corporation reviewed the report and along with Cheryl Cook, David W. Grissmer, and James Hosek offered helpful criticisms and suggestions. Don S. Doering verified the data in the tables.

FORWARDED PAGE BLANK-NOT FILMED

CONTENTS

PREFACE	iii
ACKNOWLEDGMENTS	v
Section	
I. INTRODUCTION AND SUMMARY	1
II. THE 1978-1979 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL	4
The Survey Questionnaires	4
Sample Design	5
Survey Administration and Response Rates	10
Description and Limitations of the Weights	11
Explanation of the Tables	14
III. MILITARY BACKGROUND OF OFFICERS AND ENLISTED PERSONNEL ...	18
IV. PERSONAL BACKGROUND OF OFFICERS AND ENLISTED PERSONNEL ...	50
V. THE IMMEDIATE FAMILIES OF MILITARY PERSONNEL	93
VI. FAMILY MILITARY EXPERIENCE	144
VII. THE ROTATION EXPERIENCE OF MILITARY PERSONNEL AND THEIR HOUSEHOLDS	160
VIII. THE FINANCIAL STATUS AND PARTICIPATION IN THE CIVILIAN LABOR FORCE OF MILITARY PERSONNEL AND THEIR SPOUSES	264
IX. MILITARY COMPENSATION AND BENEFITS	368
X. SERVICE AND CAREER PLANS OF MILITARY PERSONNEL	395
XI. PROMOTION POTENTIAL FROM THE PROSPECTIVE OF MILITARY PERSONNEL	440
XII. THE RETIREMENT SYSTEM FROM THE PERSPECTIVE OF MILITARY PERSONNEL	460
XIII. THE VIEWS OF MILITARY PERSONNEL ON PARTICIPATION IN THE RESERVES AFTER LEAVING ACTIVE DUTY	477
XIV. RELATIONS AMONG RACIAL AND ETHNIC GROUPS IN THE ARMED FORCES	497

XV. ATTITUDES TOWARD WOMEN IN THE MILITARY	561
XVI. SATISFACTION, MORALE, AND PROBLEMS IN MILITARY LIFE	584
Appendix	
A. LIST OF TABLES PRESENTING DATA ON ENLISTED PERSONNEL	649
B. LIST OF TABLES PRESENTING DATA ON OFFICERS	662

I. INTRODUCTION AND SUMMARY

In formulating policy, the Office of the Secretary of Defense (OSD) relies on data from the automated administrative personnel files and on sample survey data. Until recently, the only other individual-level data available to OSD policymakers were those based on very small samples or filtered through the command structures of the Services. To improve the quality of survey data and to link survey data to policy formulation and research needs, OSD contracted with The Rand Corporation in 1977 to develop a long-term integrated survey research project to support policy changes and provide information about the individual preferences, attitudes, and past behavior of military personnel in response to policy changes.¹

The survey research project sought as one of its major objectives to provide policy-sensitive information about military life cycles, including enlistment decisions, career orientations, responses to policies that affect military members and their households, and decisions to leave the military. Rand designed and conducted three surveys, each focusing on respondents in a different stage of the military life cycle. The 1979 DoD Survey of Personnel Entering Military Service was administered to over 30,000 enlistees.² The 1978-1979 DoD Survey of Officers and Enlisted Personnel, the subject of this report, collected data from a worldwide sample of more than 54,000 men and women on active duty in the four Services.³ The 1979 Reserve

¹See: Zahava D. Doering, *Rand-Department of Defense Survey Research Program, Fiscal Years 1978-1979*, The Rand Corporation, N-1165-MRAL, December 1979.

²See: Zahava D. Doering, David W. Grissmer, Jane S. Morse, *1979 DoD Survey of Personnel Entering Military Service: Wave 1 User's Manual and Codebook*, N-1605-MRAL, November 1980, and Zahava D. Doering, David W. Grissmer, Jane S. Morse, *1979 DoD Survey of Personnel Entering Military Service: Wave 2 User's Manual and Codebook*, N-1606-MRAL, December 1980.

³This survey, originally called the 1978 DoD Survey of Officers and Enlisted Personnel, will henceforth be referred to as the 1978-1979 DoD Survey of Officers and Enlisted Personnel (or, in short form, 1978-1979 DoD Survey) to reflect the fact that although the economic

Force Studies Surveys were administered to over 30,000 reservists in the Army Reserve and Army National Guard.¹

The data collected in these surveys have already been used in a variety of contexts. Staff members in OASD (MRA&L) have used specific data in internal programming and planning, as well as in responding to inquiries from Congress and government agencies. Each of the Services is analyzing the data collected from its own personnel. Rand researchers are using the data to address specific research questions, e.g., the retention of second-term enlisted personnel.

In the course of familiarizing policymakers and researchers with the data bases, Rand researchers realized that a broad overview of the data collected in each of the surveys would serve as a useful reference tool for the Department of Defense and the Services. Current statistical information can often help to place problems in perspective and to identify issues deserving policy attention and/or detailed analysis.

This report presents such an overview of the 1978-1979 DoD Survey of Officers and Enlisted Personnel. Section II of the report summarizes the survey, describes the sample, and provides the additional information needed to understand and use the 556 tables in the report. Subsequent sections, organized according to the topical areas covered

d collected in the survey pertained to calendar 1978, the actual data collection took place in the first half of calendar 1979. See: William P. Hutzler and Zahava D. Doering, *1978 DoD Survey of Officers and Enlisted Personnel: Sample Design and Selection*, The Rand Corporation, N-1453-MRAL, February 1980; Zahava D. Doering, David W. Grissmer, Jennifer A. Hawes, William P. Hutzler, *1978 DoD Survey of Officers and Enlisted Personnel: Survey Design and Administrative Procedures*, N-1458-MRAL, April 1980; and Zahava D. Doering, David W. Grissmer, Jennifer A. Hawes, William P. Hutzler, *1978 DoD Survey of Officers and Enlisted Personnel: User's Manual and Codebook*, N-1604-MRAL, January 1981.

¹See: Zahava D. Doering, David W. Grissmer, Jennifer A. Hawes, *1979 Reserve Force Studies Surveys: Survey Design, Sample Design and Administrative Procedures*, N-1749-MRAL, August 1981; Zahava D. Doering, David W. Grissmer, Jennifer A. Hawes, *1979 Reserve Force Studies Surveys: User's Manual and Codebooks*, N-1755-MRAL, September 1981; and Jennifer A. Hawes, *1979 Reserve Force Studies Surveys: Description and Evaluation of Survey Procedures*, N-1750-MRAL, September 1981.

by the survey, describe the basic military and demographic characteristics of the surveyed population, including pay grade, hours of work, and assignment location (Section III); age, sex, race or ethnic group, and education (Section IV); marital status and dependents (Section V); the military experience of immediate families (Section VI); and the effects of rotation and assignment location on military personnel and their households (Section VII). Section VIII deals with the financial status and participation in the civilian labor force of military personnel and their spouses and Section X with the monetary and nonmonetary benefits (including housing and medical services) that together with basic pay constitute regular military compensation. Section XI presents the views of military personnel on promotion policies and on their own chances of getting ahead in the military. Their assessments of retirement options are given in Section XII and their views on participation in the reserve after retiring from active service in Section XIII.

The Armed Forces have been credited with integrating more effectively and experiencing less racial tension than other sectors of the U.S. population. Section XIV reviews military personnel's perceptions of integration, including the relative number of minority group members, intergroup homogeneity, equal opportunity, and racial discrimination. Section XV deals with women in the Armed Forces from the viewpoints of both the men and women involved. Section XVI summarizes the assessments by military personnel of their satisfaction with military life and their morale and also provides information on their use of complaint channels.

Each section begins with a summary of the information that it contains, indicates the importance of the topic for military manpower analysis, explains the applicable tables, and describes selected results. In discussing results, we highlight findings that appear particularly interesting to us, but do not comment on each table nor identify all of the possible areas for policy attention and research to which the data are applicable.

II. THE 1978-1979 DOD SURVEY OF OFFICERS AND ENLISTED PERSONNEL

This section provides an overview of the questionnaires, sample, data collection, and preparation of the data for analysis (including the weighting procedure) for the 1978-1979 DoD Survey of Officers and Enlisted Personnel. In addition, the section offers guidelines for interpreting tables in the report, including all of the conventions used in their presentation.

THE SURVEY QUESTIONNAIRES

The data base for this research consists of the more than 54,000 responses to the four questionnaires designed for the 1978-1979 DoD Survey of Officers and Enlisted Personnel, administered in the first half of 1979.¹ The survey was designed to gather two types of data: those that are useful if collected repeatedly and those to support one-time analyses. Regularly collected data indicate the changing characteristics and attitudes of the men and women in the Armed Forces. Such data may be used to monitor, at the individual level, the long-term effects of military personnel policies--including housing, medical care, and benefits--the formulation and budgetary review of which are the responsibility of the OSD and the Services. The survey was designed and variables were selected to ensure the comparability of the collected data with existing civilian data bases and the earlier DoD efforts. The second type of data was collected for one-time analyses to support the evaluation of specific policies, options, or research issues, e.g., rotation and compensation policies, for which time series data are not necessarily required. In designing the survey, we assumed that similar data will be collected at regular intervals and that specific issues about which data are collected will change over time.

The 1978-1979 DoD Survey used four survey forms, two each for officers and enlisted personnel. Form 1 for enlisted personnel and

¹The OASD (MRA&L) administered similar surveys to personnel in all Services in 1969, 1971, 1973, and 1976.

Form 3 for officers dealt primarily with economic issues, civilian employment, reenlistment options, and retirement. Form 2 for enlisted personnel and Form 4 for officers dealt primarily with specific personnel practices with regard to rotation, promotion, and the use of women. Table 1 summarizes the four survey questionnaires, listing each substantive area surveyed (although not each item of the questionnaire) and indicating on which questionnaires it appeared.¹ Forms 1 and 3, the questionnaires dealing with family economics and labor force factors, provided comprehensive information on military family income and how military personnel make decisions regarding reenlistment, separation, and retirement. The data from these forms will support such analyses as the comparison of military and civilian incomes for equivalent age and education groups, projected career patterns under different retirement options, and projected reenlistment decisions under various bonus alternatives and retirement options. Military compensation, military family income, labor force participation, and the relationship of these factors to the reenlistment decision were deemed sufficiently important to warrant complete coverage on one version of the survey.

Forms 2 and 4, which included a more diverse set of items than 1 and 3, dealt with various aspects of the quality of life in the military, as well as a number of policy issues of current interest to OSD and the Services. The data collected will support analyses of rotation policies, equal opportunity, personnel morale, job characteristics, and working hours. They will also provide previously unavailable statistics on such topics as the family military history of officers and enlisted personnel.

SAMPLE DESIGN

As in all previous DoD-wide surveys, the basic stratification variable for the 1978-1979 DoD Survey was Service. Within each Service, the officer samples were stratified by grade and sex and the

¹The questionnaires may be found in Doering et al., N-1604-MRAL.

Table 1

SUMMARY OF THE QUESTIONNAIRES FOR THE 1978-1979 DOD SURVEY
OF OFFICERS AND ENLISTED PERSONNEL

	Form			
	1	2	3	4
Individual Background				
Sex	x	x	x	x
Age at entry/current	x	x	x	x
Racial or ethnic group	x	x	x	x
Residence at 16		x		x
Size of place at 16		x		x
Education at entry	x		x	
Education, current	x	x	x	x
Highest degree at entry/current			x	x
Family Background				
Parental education		x		x
Military experience of family members		x		x
Relationship (parent, sibling, child, other)		x		x
Service and years of service		x		x
Marital History and Fertility				
Marital status at entry/current	x	x	x	x
Current marriage				
Duration	x	x	x	x
Spouse education	x	x	x	x
Spouse age	x	x	x	x
Spouse military experience	x		x	
Dependents				
Number	x	x	x	x
Over/under age 14	x		x	
Age and relationship		x		x
Current location of		x		x
Number at current location	x		x	
Sponsorship of spouse		x		x
Civilian Labor Force Experience				
Hours and weeks workrd, 1978	x		x	
Civilian wages, 1978	x		x	
Spouse labor force status, current	x		x	
Spouse hours and weeks worked, 1978	x		x	
Spouse wages, 1978	x		x	
Family Resources				
Sources of income, 1978	x		x	
Total family income, 1978	x	x	x	x
Estimated debts and resources	x		x	
Housing				
Types of housing	x		x	
Home ownership, purchase cost	x		x	
Rent/mortgage payments	x		x	
Satisfaction with current housing	x		x	

Table 1 (Continued)

SUMMARY OF THE QUESTIONNAIRES FOR THE 1978-1979 DOD SURVEY
OF OFFICERS AND ENLISTED PERSONNEL (Continued)

	Form			
	1	2	3	4
Civilian Job Search				
Civilian offers in past year	x		x	
Probability of finding a civilian job	x		x	
Expected civilian income	x	x	x	x
Expected type of job	x		x	
Probable location of civilian job	x		x	
Comparison of military and civilian jobs	x		x	
Military Background				
Service	x	x	x	x
Pay grade	x	x	x	x
Date of last promotion	x	x	x	x
Term of service	x	x		
Years of service	x	x	x	x
ETS or remaining obligation	x	x		
Procurement source			x	x
Military Assignment History				
Present location	x	x	x	x
Time at present location		x		x
Expected stay at present location		x		x
Enumeration of overseas assignments		x		x
Total time spent overseas/or sea duty		x		x
Preference among overseas assignments		x		x
Number of PCS location moves		x		x
Number of PCS related family moves		x		x
Assignment related family separations		x		x
Unreimbursed expenses at last PCS move		x		x
Problems encountered at last PCS move		x		x
Military Training and Work				
Entry specialty/designation/MOS/AFSC	x	x	x	x
Current specialty/designation/MOS/AFSC	x	x	x	x
Duration of entry/specialty/designation/MOS/AFSC		x		x
Military work schedule, hours worked	x		x	
Military Compensation and Benefits				
Basic pay, BAS, BAQ, special pays	x		x	
Bonuses at entry/current, type and amount	x			
Characteristics of last contract	x			
Exchange/commissary expenditures	x		x	
Valuation of medical benefits, exchange, and commissary privileges	x		x	
VEAP participation	x		x	
Leave days, current unused	x		x	
Leave days cashed in since 1974	x			

Table 1 (Continued)

SUMMARY OF THE QUESTIONNAIRES FOR THE 1978-1979 DOD SURVEY
OF OFFICERS AND ENLISTED PERSONNEL (Continued)

	Form			
	1	2	3	4
Military Indexes				
Satisfaction with location	x	x	x	x
Satisfaction with military life	x	x	x	x
Desire to extend stay at present location		x		x
Perception of desirability of next location	x	x	x	x
Evaluation of selected characteristics of present (or last) overseas location		x		x
Possibility of extending tour of duty at different locations under different options (e.g., bonus)		x		x
Evaluation of military life	x		x	
Probability of promotion and expected date	x		x	
Expected total years of service	x	x	x	x
Highest pay grade expected	x	x	x	x
Probability of reenlistment	x	x		
Probability of reenlistment under different options	x			
Utilization of complaint/grievance channels		x		x
Future Guard/Reserve/IRR participation	x		x	
Possible reasons for separation	x		x	
Military Retirement System				
Knowledge of present system	x	x	x	x
Preferred retirement pay schedule	x		x	
Preference among possible alternatives	x	x	x	x
Expected YOS under alternate system	x	x	x	x
Expected pay grade under alternate system	x	x	x	x
Military Attitudes				
Evaluation of morale, personnel, and combat equipment at present location		x		x
Intergroup relations, attitudes toward women in military		x		x

enlisted samples by years of service (YOS). Within the 0-to-4 and 5-to-8 YOS groupings, the enlisted samples were further stratified by time remaining until the end of the term of service (ETS). A supplemental sampling of blacks and women provided data for particular analyses. Tables 2 and 3 summarize the nine cells in the enlisted sample and the five cells in the officer sample. To facilitate comparison, the stratification plan of the 1978-1979 DoD Survey followed that used in the 1976 DoD Survey.

Table 2
SAMPLE STRATIFICATION OF ENLISTED PERSONNEL

Sample Cell	Years of Service	Years to ETS
1	0 to 4	≤ 1
2	0 to 4	> 1
3	5 to 8	≤ 1
4	5 to 8	> 1
5	9 to 12	
6	13 to 16	
7	17 or more	
Supplemental Sample ^a		
8	Additional females	
9	Additional blacks	

^aBoth females and blacks are included in the first seven sample cells. Supplemental samples were drawn to ensure a statistically significant number for specific analyses.

Table 3
SAMPLE STRATIFICATION OF OFFICER PERSONNEL

Sample Cell	Sex	Grade
1	Male	O-1, O-2
2	Male	O-3
3	Male	O-4
4	Male	O-5, O-6
5	Female	O-1 to O-6

The number of usable questionnaires required in each cell, along with response rate estimates and budget considerations, determined the number of fielded surveys in each cell. The sample design required a total DoD-wide sample size of 54,000 completed and usable questionnaires: 500 for all but two sample cells, each of which required

1000.¹ This includes the two supplemental samples of enlisted females and blacks, which were required in order to obtain a total of 500 questionnaires from each Service for each of these two groups. About 5000 Form 1 and 4000 Form 2 enlisted questionnaires were required for each Service. (The number varied slightly by Service because of varying requirements in cells 8 and 9.) Each of the two officer variants (Forms 3 and 4) required 2500 questionnaires each for the Army, Navy, and Air Force and 2000 for the Marine Corps.

SURVEY ADMINISTRATION AND RESPONSE RATES

Individuals were selected by name, based on Service personnel records as of September 30, 1978, to participate in this survey. The actual data collection was the responsibility of Service-specific administrative units, coordinated through a primary point of contact who worked with The Rand Corporation and the Defense Manpower Data Center.

In the Army, personnel survey control officers, working through the Survey Branch, Army Military Personnel Center, are responsible for survey administration. In the Air Force, the Consolidated Base Personnel Offices (CBPOs) are responsible for survey administration, and the Survey Branch, Air Force Military Personnel Center, coordinated the work. Because the Department of the Navy currently does not have a general survey capability, special arrangements for data collection were made in both the Navy and the Marine Corps. In the Navy, the commanding officers of units containing sampled individuals administered the survey, and the Research, Development and Studies Branch, Office of the Chief of Naval Operations, coordinated the effort. In the Marine Corps, the Marine Corps commands administered the survey, and the Management Information Systems Branch, Marine Corps Headquarters, was the primary point of contact.

¹Form 1 required 1000 questionnaires from respondents within one year of ETS and with less than five years of service and 1000 from those within one year of ETS and with five to eight years of service.

The administrative units were responsible in each case for distributing questionnaire packets to specific individuals and returning individually sealed, completed questionnaires to the Defense Manpower Data Center. Administrators were provided with rosters of individuals selected for the survey and asked to indicate whether each person on the list received and returned a questionnaire packet, or for those who could not participate, the reason, e.g., separated or relocated.

Table 4 summarizes the fieldwork of the 1978-1979 DoD Survey by Service, officers, and enlisted personnel, including the number of questionnaires fielded and returned. The response rates shown in the table are unadjusted. That is, they represent the ratio of returned questionnaires to the total number of questionnaires mailed. The

Table 4
SUMMARY OF FIELDWORK FOR THE 1978-1979 DOD SURVEY OF
OFFICERS AND ENLISTED PERSONNEL

Service	Enlisted Personnel		Officers		Total
	Form 1	Form 2	Form 3	Form 4	
Army					
Fielded	9,994	7,853	3,165	3,166	24,178
Returned	5,062	3,854	2,005	2,030	12,951
Response rate (%)	50.7	49.1	63.3	64.1	53.6
Navy					
Fielded	10,584	8,286	3,806	3,806	26,482
Returned	6,508	5,075	2,822	2,779	17,184
Response rate (%)	61.5	61.2	74.1	73.0	64.9
Marine Corps					
Fielded	9,384	7,092	3,066	3,067	22,609
Returned	5,283	4,119	2,294	2,252	13,948
Response rate (%)	56.3	58.1	74.8	73.4	61.7
Air Force					
Fielded	7,045	5,415	3,388	3,387	19,235
Returned	4,712	3,725	2,511	2,509	13,457
Response rate (%)	66.9	68.8	74.1	74.1	70.0
DoD Total					
Fielded	37,007	28,646	13,425	13,426	92,504
Returned	21,565	16,773	9,632	9,570	57,540
Response rate (%)	58.3	58.6	71.7	71.3	62.2

number of questionnaires fielded was not adjusted to account for persons who had been separated from the Service or transferred to another station prior to receiving the survey. Returned questionnaires were not forwarded to new locations. Table 5 shows the fieldwork results in terms of the required and returned number of questionnaires for each variant of the survey. All of the groups sampled, except Army officers (Forms 3 and 4), returned a larger number of questionnaires than that required for analyses.

Table 5
REQUIRED AND RETURNED NUMBER OF QUESTIONNAIRES FOR
EACH VARIANT OF THE SURVEY

Service	Enlisted Personnel		Officers		Total
	Form 1	Form 2	Form 3	Form 4	
Army					
Required	4,780	3,780	2,500	2,500	13,560
Returned	5,062	3,854	2,005	2,030	12,951
% of required	105.9	102.0	80.2	81.2	95.5
Navy					
Required	5,190	4,190	2,500	2,500	14,380
Returned	6,508	5,075	2,822	2,779	17,184
% of required	125.4	121.1	112.9	111.2	119.5
Marine Corps					
Required	4,965	3,965	2,000	2,000	12,930
Returned	5,283	4,119	2,294	2,252	13,948
% of required	106.4	103.9	114.7	112.6	107.9
Air Force					
Required	4,860	3,860	2,500	2,500	13,720
Returned	4,712	3,725	2,511	2,509	13,457
% of required	97.0	96.5	100.4	100.4	98.1
DoD Total					
Required	19,795	15,795	9,500	9,500	54,590
Returned	21,565	16,773	9,632	9,570	57,540
% of required	108.9	106.2	101.4	100.7	105.4

DESCRIPTION AND LIMITATIONS OF THE WEIGHTS

To allow time to assemble and mail questionnaires to administrative units around the world, we planned a gap of several months between sample selection and survey administration. Recognizing that some individuals would separate from the Service between sample selection and

survey administration, we excluded from the Service personnel tapes the names of individuals with an ETS date prior to the estimated survey administration date of February 1, 1979. We made no provisions for surveying those who joined between sample selection and survey administration. These restrictions and other technical considerations resulted in the exclusion from the sample of (1) individuals who reenlisted but who had original ETS dates between sample selection (October 1978) and survey administration (February 1979) and (2) individuals with less than four months of service in the Navy, Marine Corps, or Air Force, or five months of service in the Army, i.e., new accessions. Had the reenlistees been surveyed, they would have been included in all sample cells except enlisted cell 1 (0 to 4 years of service). Had the new accessions been surveyed, they would have been included in enlisted cell 2 (0 to 4 years of service and more than one year to ETS) or in one of the lower pay grade officer cells.

The data provided in this report have been weighted to adjust for the fact that, first, the sampling plan allowed for disproportionate sampling among subgroups in the DoD population and, second, the sampled subgroups did not respond to the survey at identical rates. We made two assumptions in calculating the weights for the survey, based on cell specific response frequencies and the DoD population as of March 31, 1979.¹ These assumptions, based on comparisons of groups on demographic characteristics from the March 1979 personnel files, were as follows:

- o Individuals in each population cell who had recently reenlisted were excluded from the sample universe but were assumed to be similar in characteristics, experiences, and orientations to those included in the survey sample. Therefore, reenlisted individuals were included in the population total for the calculation of weights.

¹This date was selected since it most closely reflects the month in which the data were collected.

- o Accessions between the sample selection and survey administration were assumed to differ from those in the 0- to 4-year cell with more than one year to ETS and were excluded in the calculation of weights.

These assumptions imply that the population to which the survey is assumed to apply is the DoD population with more than four months of service (five months for the Army) as of March 31, 1979. Table 6 shows the total Service population, the population to which the survey applies, and the proportion of the latter population responding to the survey.

EXPLANATION OF THE TABLES

All tables in this report use the same formats and naming conventions. Most of the tables result from cross tabulation and thus show

Table 6

RELATIONSHIP OF RETURNED QUESTIONNAIRES TO DOD POPULATION (As of March 31, 1979)

	Army	Navy	Marine Corps	Air Force	DoD Total
Enlisted					
Total strength	650,890	458,492	167,192	465,550	1,742,124
Generalizable population	613,469	439,734	157,717	446,525	1,657,445
Number of returned questionnaires	8,916	11,583	9,402	8,437	38,338
Proportion of generalizable population responding to survey	.015	.026	.060	.019	.023
Officer					
Total strength	82,331	58,314	16,864	94,236	251,745
Generalizable population	80,922	58,170	16,863	93,776	249,731
Number of returned questionnaires	4,035	5,601	4,546	5,020	19,202
Proportion of generalizable population responding to survey	.050	.096	.270	.054	.077

NOTE: *Generalizable population* refers to individuals with more than four months of service (five months for Army).

the joint frequency distribution of responses according to one or more classification variables. Some contain average values of responses according to one or more classification variables. In all cases, the following conventions apply:

1. In a two-way table, the column variables are always Service and a DoD total and the row variable is a questionnaire item or subitem. The title of the table indicates the status of the personnel--enlisted or officer--and the questionnaire item or subitem to which the data apply. For example, the columns of Table 7 (p. 22), "Distribution of Enlisted Personnel by Pay Grade," are labeled "Army," "Navy," "Marine Corps," "Air Force," and "DoD Total." The rows, labeled "E-1" through "E-9" are headed by the name of the variable, in this case, "Enlisted Pay Grade."
2. Three-way tables are cross classifications of two questionnaire items by Service and DoD total. These are presented as a set of five two-way tables, one for the DoD total and one for each Service. The title of each of the five tables indicates its contents and whether the data pertain to (a) enlisted personnel or officers and (b) a specific Service or DoD as a whole. The column variable is named before the row variable, and the column and row variables are clearly labeled. For example, in Table 16 (p. 33), "Enlisted Personnel Time at Present Location," the column variable is time, shown in 12-month intervals and the rows are 11 geographic areas. Tables 17 through 20 (pp. 34-37) display the same two variables, time and location, for each of the four Services. In a few instances, a three-way table is displayed as one table. The conventions explained here apply, except that the data for the DoD total and for each of the Services appear on a single page.
3. Within each table, the percentages, averages, or other statistics are based on the *weighted* population grand total, shown in the lower right-hand corner. The total population

varies from one table to another because data are missing or unavailable for individual survey questions. For example, the data in Table 7 (p. 22) are based on responses that, weighted, represent 1,652,116 enlisted personnel; data in Table 14 (p. 31) represent 1,649,176 enlisted personnel. A weighted population total, labeled "Total Personnel," is shown at the bottom of each Service or DoD total column in each table. Row population totals are not shown. They can be calculated, however, from the available information as described below.

4. Tables that display joint distributions give both *column* and *row* percentages, rounded to the nearest tenth. The column percent is given first, and the row percent immediately below it. Subject to rounding, columns and rows total 100 percent; this total is not shown. In a few cases, as a result of rounding and the different bases used in calculating these percentages, a zero column percent may be accompanied by a nonzero row percent. To preserve as much information as possible, we have not edited out these apparent contradictions.
5. Tables displaying the average value of a particular variable contain only column entries. Table 31 (p. 48), for example, shows the average number of hours per week that enlisted personnel reported spending on call, on alert, or on a duty roster by pay grade. A column of data is shown for each Service and the rows indicate the enlisted pay grades, E-1 to E-9. The number 16.0 in the Army column, across from the variable label E-4, indicates that Army respondents in pay grade E-4 reported an average of 16.0 hours a week on call.

The kinds of errors inherent in the survey data include sampling error and nonresponse bias, as well as inconsistencies introduced by extraneous and inconsistent data. The data give, for the most part, the distributions of cross-classified survey responses. Three explicit decisions were made, however, which directly affect the computation of

these distributions. First, all tables presented here are based on valid, usable responses to survey questions. The missing data category has been excluded and imputation techniques have not been utilized. Second, extreme values have not been deleted. In the original data coding, broad ranges were defined for the acceptable responses for continuous variables, e.g., income. The data in these ranges have been used here without further truncation. Finally, possibly extraneous or inconsistent data provided by respondents have not been completely deleted, based on the assumption that these are the result of real life complexities and anomalies created in this type of data collection activity. The data presented in this report are meant to provide useful background information on the attitudes and behavior of the men and women in the U.S. Armed Forces. As useful as these indicators may be, however, they cannot replace detailed analysis of important military manpower issues.

III. MILITARY BACKGROUND OF OFFICERS AND ENLISTED PERSONNEL

This and the following sections contain tables showing the basic military and personal characteristics of the enlisted personnel and officers who participated in the survey. Military characteristics include pay grade, years of service, and assignment location. Personal characteristics, presented in Section IV, include age, sex, race, ethnic identification, and education attainment.¹ This section also presents tables describing the work environments of military personnel, including distributions by assignment location, time spent and time remaining at those locations, the average hours worked, whether or not individuals perceive themselves as working within their military specialties, and several other work-related characteristics.

Tables 7 and 8² contain the pay grade distributions of the surveyed population. Pay grade and rank are probably the most important military status variables. Military salaries and many related benefits are based on pay grade, as are rules for behavior and work-related interactions. Within a set of constraints, pay grade can be used as a measure of the success or failure of an individual's military career. The pay grade distribution within a Service also indicates the experience of its members. At the time of this study, Marine Corps enlisted personnel were concentrated in lower pay grades than the enlisted personnel of the other Services; the Navy had a higher proportion of enlisted

¹Although much of the data presented in these survey tables is available in official DoD and Service administrative records, the survey data differ from the administrative data in several respects. First, as discussed in Section II, the population from which the survey data are drawn excludes new accessions, i.e., personnel with less than four months of service in the Navy, Marine Corps, or Air Force or five months of service in the Army. This exclusion creates some differences, e.g., in pay grade distributions. Second, both administrative data and survey data are subject to reporting and recording errors, which may lead to different results. Third, population characteristics, being dynamic, may have been captured differently by each data source.

²See pp. 22 and 23. Henceforth, all tables will appear at the end of the section in which they are mentioned.

personnel in high pay grades than the other Services, followed by the Air Force. Officers showed similar patterns.

Tables 9 and 10 display population distributions according to years spent in military service. As of March 1979, almost 60 percent of enlisted personnel had had their total military experience since the draft ended in June 1973, i.e., as members of the all-volunteer force (AVF). This percentage varies somewhat from Service to Service, with 50 percent of Air Force enlisted personnel having six years or less of military service, 75 percent of Marine Corps personnel, and about 60 percent of Army and Navy personnel. Most of the officers' experience, on the other hand, predates the transition to the AVF. Table 10 shows that only about one-third of all officers had six years or less of military experience as of March 1979, although the percentage of such officers differed among Services, e.g., 40 percent in the Marine Corps and 30 percent in the Air Force. The distributions of officer experience reflect promotion policies; force-size policies during and after World War II, the Korean conflict, and the Vietnam war; and individual decisions to remain in the military.

Table 11 shows the distribution of enlisted personnel by enlistment period. Because the length of an enlistment period varies both within and among the Services, the data are not directly comparable. In the Armed Forces as a whole, however, about 40 percent of enlisted personnel are still serving within their first enlistment contract; i.e., they have not yet faced a reenlistment decision. Table 12 shows that at any given time, about one-fourth of enlisted personnel are within one year of making a reenlistment decision. Similar data for officers in Table 13 show that about 50 percent of officers have no contractually obligated service remaining, and another 37 percent have three years or less of obligatory service remaining.

Tables 14 and 15 show the distributions of military personnel according to the location of their assignment.¹ Tables 16 through 25 display the actual time (in months) that military personnel have been

¹Personnel on board ships were asked to indicate their home port.

at their present location.¹ Service differences result directly from differences in rotation policies and in the experience levels of their members. The shortest lengths of time in a given location were reported by Marine Corps enlisted personnel and Navy officers; the longest by Air Force enlisted personnel and officers. To aid the study of the relationships between rotation policies and attitudes toward military service, the survey also gathered information (not given in this report) about the time that individuals have remaining at these locations.

We next turn to data describing individual work assignments. Most military officers hold supervisory positions; enlisted personnel fill both supervisory and nonsupervisory positions. Table 26 indicates that about 34 percent of all surveyed enlisted personnel, and a somewhat lower percentage in the Air Force, view their work as largely supervisory. These percentages would decrease sharply had the survey population included individuals in their first months of military service, when they perform mostly nonsupervisory work.

The survey collected detailed information about the occupational specialties of both enlisted personnel and officers. The survey data sets contain both Service-specific occupational codes and a conversion of those codes to a common Department of Defense classification. Because of their complexity, these data are not included in this report.

Surveyed personnel were asked to assess the amount of time they spent, during the month prior to the survey, working outside their current primary occupational specialty. About 30 percent of enlisted personnel in the Army, Navy, and Marine Corps and 14 percent in the Air Force reported spending most of their time performing work not related to their training (see Table 27). At the other extreme, about 33 percent of all enlisted personnel (and a low of about 25 percent in the Navy) reported spending no time outside their current primary occupational specialty. The overall pattern for officers was similar to that for enlisted personnel. Individual Service patterns, however,

¹These ten tables constitute two sets of five tables each: one set for officers and one for enlisted personnel, and in each set, one table for the DoD total and one for each of the Services, as explained in Section II above.

differed somewhat: Over 40 percent of Marine Corps officers, 30 percent of Army officers, 23 percent of Navy officers, and 10 percent of Air Force officers reported working most of the previous month outside their specialty. On the other hand, over 42 percent of officers in the Army, Navy, and Air Force reported that none of their time had been spent outside their specialty; the comparable figure for the Marine Corps was about 35 percent (see Table 28). Further analysis by occupational specialty would identify areas in which highly trained individuals do not perceive themselves as having the opportunity to maintain their skills.

Air Force and enlisted personnel and officers both reported shorter working hours and a higher proportion of "regular" working hours on average than did members of the other Services. Among officers more clearly than among enlisted personnel, working "regular" hours seems to be a prerogative of rank: The higher the rank, the lower the average number of "other" hours reported.

Tables 29 and 30 show the average weekly hours worked by military personnel by pay grade. Hours of work have been divided into "regular" and "other." The survey questionnaires defined "regular" as hours worked between 6:00 a.m. and 6:00 p.m., Monday through Friday, and "other" as evenings, nights, and weekends. Individuals were also asked to report the average number of hours per week that they spent on call, alert, or a duty roster, in addition to the hours worked. The results are displayed in Tables 31 and 32, as averages, by pay grade.

Table 7

DISTRIBUTION OF ENLISTED PERSONNEL BY PAY GRADE^a

Enlisted Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	0.4 26.5	0.6 27.2	2.7 43.3	0.1 2.9	0.6
E-2	1.8 23.3	4.0 37.7	11.2 38.4	0.1 0.7	2.8
E-3	10.6 26.0	14.7 26.0	26.5 17.0	17.1 30.9	15.0
E-4	35.3 45.2	21.2 19.6	18.0 6.0	31.0 29.2	28.7
E-5	24.6 35.2	29.2 30.2	19.2 7.2	25.9 27.3	25.6
E-6	15.3 37.1	18.6 32.4	12.0 7.6	12.8 22.9	15.2
E-7	8.7 37.1	8.4 25.8	6.9 7.5	9.4 29.4	8.7
E-8	2.3 37.6	2.3 27.2	2.6 11.3	2.0 23.9	2.2
E-9	1.0 32.3	1.0 23.1	0.9 7.6	1.6 37.0	1.1
Total Personnel	607,947 36.8	438,359 26.5	158,599 9.6	447,213 27.1	1,652,116

NOTE: See Survey Form 1, question 4.

^aData in this report reflect the DoD population with more than four months of service (five for the Army) as of March 31, 1979.

Table 8
DISTRIBUTION OF OFFICERS BY PAY GRADE^a

Officer Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	10.3	14.5	16.1	6.0	10.1
	33.0	33.7	10.8	22.4	
O-2	16.0	15.8	25.9	13.5	15.7
	33.0	23.5	11.2	32.4	
O-3	33.8	29.2	28.4	41.4	35.2
	31.0	19.3	5.5	44.2	
O-4	20.3	21.0	17.8	19.8	20.1
	32.6	24.3	6.0	37.0	
O-5	13.8	12.4	8.3	14.1	13.2
	33.7	21.9	4.3	40.2	
O-6	5.8	7.1	3.5	5.1	5.7
	32.9	29.2	4.2	33.8	
Total Personnel	80,067	57,804	16,789	93,175	274,836
	32.3	23.3	6.8	37.6	

NOTE: See Survey Form 3, question 4.

^aData in this report reflect the DoD population with more than four months of service (five for the Army) as of March 31, 1979.

Table 9

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO TIME
SPENT IN MILITARY SERVICE^a

Year of Service ^b	Army	Navy	Marine Corps	Air Force	DoD Total
1	1.5 26.6	2.6 33.3	8.0 36.2	0.3 3.9	2.1
2	13.6 39.9	11.3 24.4	19.5 15.1	9.3 20.6	12.4
3	21.8 51.0	11.7 20.1	19.9 12.3	9.5 16.6	15.6
4	13.1 29.7	22.1 36.8	17.0 10.2	13.7 23.4	16.0
5	6.1 34.0	7.0 28.6	6.0 8.9	6.8 28.5	6.5
6	5.4 29.8	5.2 20.8	4.9 7.1	10.3 42.3	6.6
7	6.4 45.8	4.5 23.9	3.9 7.4	4.2 22.9	5.0
8	5.3 38.0	4.7 24.5	3.4 6.4	5.8 31.1	5.1
9	3.6 37.9	3.8 29.1	2.7 7.4	3.2 25.6	3.4
10	2.3 31.1	3.3 32.7	2.1 7.4	2.8 28.9	2.7
11	2.1 29.7	2.5 25.9	1.7 6.4	3.6 38.1	2.6
12	2.5 36.7	2.3 25.1	1.5 6.0	2.9 32.3	2.5
13	2.0 36.4	1.6 21.1	1.2 5.9	2.7 36.7	2.0
14	1.5 31.3	1.9 28.2	0.5 2.9	2.4 37.6	1.8
15	1.1 29.0	1.6 31.1	0.3 2.2	1.9 37.7	1.4
16	1.3 31.0	1.4 24.8	0.7 4.5	2.1 39.8	1.5
17	1.3 28.9	1.7 28.7	1.0 6.1	2.1 36.3	1.6

Table 9 (Continued)

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO TIME
SPENT IN MILITARY SERVICE (Continued)

Year of Service	Army	Navy	Marine Corps	Air Force	DoD Total
18	1.8 29.6	2.4 30.2	1.3 5.7	2.7 34.5	2.2
19	1.7 25.6	2.6 28.7	1.0 4.1	3.6 41.5	2.4
20	2.2 33.0	2.3 26.0	1.2 5.0	3.1 36.0	2.4
Over 20	3.7 30.6	3.6 22.2	2.1 4.6	6.8 42.7	4.4
Total Personnel	591,549 36.4	434,026 26.7	155,903 9.6	444,149 27.3	1,625,627

NOTE: See Survey Form 1, question 8.

^aData in this report reflect the DoD population with more than four months of service (five for the Army) as of March 31, 1979.

^bAs used here, a person in year of service "n" has completed n-1 years in the military, but has not yet completed n years of service.

Table 10

DISTRIBUTION OF OFFICERS ACCORDING TO TIME
SPENT IN MILITARY SERVICE^a

Year of Service ^b	Army	Navy	Marine Corps	Air Force	DoD Total
1	1.3 24.2	4.2 57.9	3.7 14.8	0.1 3.1	1.7
2	9.4 39.8	6.8 20.9	9.2 8.1	6.3 31.2	7.6
3	7.0 34.1	6.3 22.3	8.6 8.9	6.1 34.7	6.6
4	5.9 34.3	5.7 24.0	8.8 10.7	4.6 31.0	5.5
5	5.7 28.7	5.6 20.7	5.3 5.6	7.7 45.1	6.4
6	5.2 32.7	4.9 22.4	4.8 6.3	5.2 38.5	5.1
7	6.6 40.4	4.6 20.7	4.1 5.2	4.7 33.7	5.2
8	4.4 31.1	4.7 23.9	3.9 5.8	4.8 39.2	4.6
9	4.0 27.9	4.1 21.1	5.0 7.5	5.3 43.5	4.6
10	4.6 31.3	4.7 23.5	4.1 5.9	4.9 39.3	4.7
11	3.6 29.0	4.2 24.7	4.2 7.1	4.2 39.3	4.0
12	2.7 26.0	3.3 23.0	3.5 7.1	4.0 43.9	3.4
13	4.4 35.1	3.4 20.0	3.4 5.7	4.2 39.2	4.0
14	4.0 38.2	3.7 25.3	2.7 5.3	2.8 31.2	3.4
15	3.8 36.1	3.2 21.8	2.3 4.7	3.4 37.5	3.4
16	4.3 39.5	2.5 16.8	2.1 4.0	3.7 39.7	3.5
17	3.5 32.6	2.4 16.2	2.3 4.5	4.3 46.7	3.5

Table 10 (Continued)

DISTRIBUTION OF OFFICERS ACCORDING TO TIME
SPENT IN MILITARY SERVICE (Continued)

Year of Service	Army	Navy	Marine Corps	Air Force	DoD Total
18	3.1	3.4	3.3	3.3	3.3
	30.7	24.1	6.9	38.3	
19	3.6	3.0	3.1	3.2	3.3
	35.4	21.7	6.4	36.6	
20	2.9	3.8	2.6	4.5	3.7
	25.4	24.2	4.8	45.5	
Over 20	10.2	15.2	12.9	12.7	12.5
	26.3	28.5	7.0	38.2	
Total Personnel	79,846	57,785	16,745	92,945	247,320
	32.3	23.4	6.8	37.6	

NOTE: See Survey Form 3, question 11.

^aData in this report reflect the DoD population with more than four months of service (five for the Army) as of March 31, 1979.

^bAs used here, a person in year of service "n" has completed n-1 years in the military, but has not yet completed n years of service.

Table 11
 DISTRIBUTION OF ENLISTED PERSONNEL
 BY TERM OF SERVICE^a

Enlistment Period	Army	Navy	Marine Corps	Air Force	DoD Total
First	34.0	48.3	53.6	34.4	39.7
	31.0	32.8	12.1	24.6	
Second	32.0	23.0	24.8	24.6	26.9
	43.1	22.7	8.3	25.9	
Third	18.2	13.2	11.6	15.8	15.5
	42.6	22.6	6.7	28.0	
Fourth	9.3	10.4	6.2	12.4	10.2
	32.9	27.1	5.5	34.5	
Fifth or More	6.4	5.1	3.7	13.8	7.8
	29.9	17.4	4.3	48.4	
Total Personnel	527,286	386,548	130,715	413,593	1,458,142
	36.2	26.5	9.0	28.4	

NOTE: See Survey Form 1, question 9.

^aData in this report reflect the DoD population with more than four months of service (five for the Army) as of March 31, 1979.

Table 12

DISTRIBUTION OF TIME REMAINING IN ENLISTMENT
CONTRACTS OF ENLISTED PERSONNEL

Time Remaining	Army	Navy	Marine Corps	Air Force	DoD Total
Less than 3 months	9.1 44.5	6.2 21.9	8.6 11.1	6.3 22.5	7.5
3 to 6 months	10.4 37.9	9.9 26.3	11.2 10.7	9.3 25.0	10.0
6 to 9 months	4.8 28.1	7.8 33.3	6.3 9.7	6.7 28.9	6.2
9 to 12 months	4.3 44.2	2.7 19.7	3.7 9.9	3.5 26.2	3.6
1 to 2 years	27.9 36.9	26.9 25.9	28.3 9.8	28.0 27.4	27.7
2 to 3 years	24.3 34.9	27.4 28.5	24.0 9.0	26.1 27.6	25.6
3 years or more	19.1 36.4	19.0 26.2	17.8 8.9	20.3 28.5	19.3
Total Personnel	602,429 36.7	436,983 26.6	157,903 9.6	444,890 27.1	1,642,204

NOTE: See Survey Form 1, question 14.

Table 13

DISTRIBUTION OF OFFICERS ACCORDING TO YEARS OF
OBLIGATED SERVICE REMAINING

Years Remaining	Army	Navy	Marine Corps	Air Force	Total
No Service Obligation	59.3 37.9	49.1 22.6	56.5 7.5	43.0 32.0	50.6
Less Than 1	10.9 30.3	10.8 21.7	10.5 6.1	12.9 41.9	11.6
1 and Less Than 2	12.3 26.6	13.3 20.9	11.7 5.3	18.7 47.3	14.9
2 and Less Than 3	10.4 27.9	11.5 22.3	8.9 5.0	14.4 44.9	12.1
3 and Less Than 4	3.9 22.5	7.9 33.2	6.1 7.4	5.4 36.9	5.5
4 and Less Than 5	1.2 14.8	4.6 41.4	4.0 10.3	2.3 33.6	2.6
5 and Over	2.1 25.3	2.8 24.4	2.4 6.0	3.2 44.3	2.7
Total Personnel	80,160 32.3	57,864 23.3	16,744 6.8	93,289 37.6	248,057

NOTE: See Survey Form 3, question 7.

Table 14

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING
TO THEIR ASSIGNMENT LOCATION

Assignment Location	Army	Navy	Marine Corps	Air Force	DoD Total
Northeast U.S.	3.1 22.8	8.3 44.1	2.4 4.7	5.2 28.4	5.0
South Central U.S.	44.0 40.0	40.9 26.8	40.6 9.7	35.0 23.5	40.4
North Central U.S.	4.8 31.2	2.5 11.6	1.8 3.0	11.4 54.1	5.7
West U.S.	14.0 19.5	37.7 38.1	39.3 14.4	27.3 28.1	26.3
West and South Europe (except Germany)	1.0 11.4	3.3 25.6	0.8 2.4	7.6 60.7	3.4
Germany	27.7 86.3	0.1 0.1	0.1 0.1	5.9 13.5	11.8
East Asia and Pacific	3.4 21.4	5.3 24.0	13.8 22.5	7.0 32.1	5.9
Africa, Near East, South Asia	0.0 0.0	0.0 14.3	0.1 34.4	0.1 51.3	0.0
Western Hemisphere	1.3 56.4	0.8 25.1	0.3 3.1	0.5 15.4	0.8
Eastern Europe	0.3 95.6	0.0 0.0	0.0 0.0	0.0 4.5	0.1
Other Overseas	0.3 21.7	1.2 59.6	0.7 13.1	0.1 5.7	0.5
Total Personnel	606,017 36.8	437,682 26.5	158,422 9.7	447,055 27.1	1,649,176

NOTE: See Survey Form 1, question 6.

Table 15

DISTRIBUTION OF OFFICERS ACCORDING TO THEIR
ASSIGNMENT LOCATION

Assignment Location	Army	Navy	Marine Corps	Air Force	DoD Total
Northeast U.S.	4.9 28.4	8.6 36.3	2.0 2.4	4.9 32.9	5.6
South Central U.S.	48.0 35.9	46.1 24.9	53.4 8.3	35.7 31.0	43.3
North Central U.S.	6.5 22.4	1.9 4.8	1.5 1.1	18.0 71.8	9.4
West U.S.	13.7 18.2	33.7 32.4	31.9 8.9	26.2 40.5	24.3
West and South Europe (except Germany)	1.5 16.0	3.1 23.4	0.4 0.9	4.9 59.7	3.1
Germany	20.5 78.7	0.2 0.5	0.2 0.1	4.6 20.6	8.4
East Asia and Pacific	3.5 22.7	4.9 22.9	10.3 13.9	5.4 40.5	5.0
Africa, Near East,	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0
Western Hemisphere	0.9 55.3	0.6 26.2	0.2 2.5	0.2 16.0	0.5
Eastern Europe	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	0.4 31.7	0.8 49.5	0.2 3.2	0.2 15.6	0.4
Total Personnel	80,343 32.3	58,057 23.4	16,799 6.8	93,401 37.6	248,600

NOTE: See Survey Form 3, question 9.

Table 16
ENLISTED PERSONNEL TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	5.4 32.8	4.1 30.8	4.4 19.5	5.9 10.9	5.0 6.1	4.7
South Central U.S.	39.4 27.9	39.1 34.4	41.0 21.4	45.4 9.8	45.4 6.5	40.5
North Central U.S.	4.9 23.5	5.6 33.0	6.5 22.6	7.1 10.3	11.2 10.7	6.0
West U.S.	25.2 27.3	27.0 36.3	24.8 19.8	31.3 10.4	28.2 6.2	26.5
West and South Europe (except Germany)	3.1 26.5	3.9 41.4	3.7 22.7	1.9 4.9	2.6 4.5	3.4
Germany	9.6 24.3	12.9 40.3	15.2 28.2	6.0 4.6	5.0 2.5	11.4
East Asia and Pacific	10.5 50.1	5.7 33.8	3.2 11.1	2.1 3.0	2.1 2.1	6.0
Africa, Near East, South Asia	0.1 71.5	0.0 5.5	0.0 0.0	0.0 5.2	0.1 17.8	0.0
Western Hemisphere	1.1 30.6	1.2 43.7	1.0 21.6	0.2 1.8	0.4 2.2	1.0
Eastern Europe	0.0 10.1	0.1 39.9	0.1 39.5	0.1 10.5	0.0 0.0	0.1
Other Overseas	0.5 41.5	0.4 38.5	0.2 13.6	0.2 3.9	0.2 2.6	0.4
Total Personnel	464,178 28.7	576,812 35.6	341,819 21.1	142,108 8.8	93,809 5.8	1,618,725

NOTE: See Survey Form 2, question 40.

Table 17

ARMY ENLISTED PERSONNEL TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	4.4	2.1	1.9	5.2	3.0	2.9
	43.5	28.1	14.4	9.6	4.5	
South Central U.S.	44.1	44.2	43.9	52.8	58.4	45.2
	28.3	37.9	22.0	6.3	5.6	
North Central U.S.	4.0	4.4	4.8	2.6	6.5	4.8
	26.0	39.1	25.1	3.2	6.5	
West U.S.	14.5	15.8	11.1	16.9	14.9	14.4
	29.1	42.6	17.5	6.3	4.5	
West and South Europe (except Germany)	0.6	1.6	1.4	0.0	1.7	1.2
	15.5	51.9	26.3	0.0	6.3	
Germany	22.0	27.3	34.7	21.0	14.3	26.5
	23.9	39.9	29.6	4.3	2.4	
East Asia and Pacific	9.1	2.3	0.7	0.8	0.0	3.7
	70.7	24.2	4.0	1.1	0.0	
Africa, Near East, South Asia	0.1	0.0	0.0	0.0	0.4	0.0
	50.4	0.0	0.0	0.0	49.7	
Western Hemisphere	1.0	2.1	1.0	0.4	0.8	1.4
	20.7	59.0	16.4	1.5	2.5	
Eastern Europe	0.1	0.2	0.3	0.3	0.0	0.2
	10.1	39.9	39.5	10.5	0.0	
Other Overseas	48.4	7.0	44.6	0.0	0.0	0.2
	0.3	0.0	0.3	0.0	0.0	
Total Personnel	172,021	230,636	134,609	32,045	25,996	595,307
	28.9	38.7	22.6	5.4	4.4	

NOTE: See Survey Form 2, question 40.

Table 18

NAVY ENLISTED PERSONNEL TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	8.0 36.2	6.4 32.5	6.7 20.9	5.4 7.3	8.3 3.2	7.0
South Central U.S.	38.9 30.9	37.2 32.8	42.9 23.3	43.6 10.3	41.8 2.8	39.7
North Central U.S.	4.1 42.5	2.7 31.4	2.5 18.0	2.0 6.3	2.1 1.8	3.0
West U.S.	37.0 30.3	37.8 34.4	38.6 21.7	43.5 10.6	44.6 3.1	38.4
West and South Europe (except Germany)	3.4 29.7	4.6 44.5	3.2 19.3	2.0 5.2	1.7 1.2	3.6
Germany	0.1 23.9	0.1 25.2	0.2 51.0	0.0 0.0	0.0 0.0	0.1
East Asia and Pacific	6.1 30.4	8.9 49.8	4.5 15.4	2.5 3.8	1.6 0.7	6.3
Africa, Near East, South Asia	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Western Hemisphere	1.6 43.9	1.1 33.1	1.1 19.7	0.4 3.3	0.0 0.0	1.2
Eastern Europe	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	1.0 36.7	1.2 50.5	0.3 6.7	0.6 6.1	0.0 0.0	0.8
Total Personnel	136,115 31.5	151,098 35.0	93,021 21.5	40,426 9.4	11,384 2.6	432,044

NOTE: See Survey Form 2, question 40.

Table 19

MARINE CORPS ENLISTED PERSONNEL TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	3.3	1.5	2.5	3.0	4.2	2.6
	52.4	18.1	17.2	8.6	3.7	
South Central U.S.	39.0	42.1	46.7	45.6	51.5	42.1
	38.6	30.8	19.7	8.1	2.8	
North Central U.S.	2.8	2.7	2.2	1.5	2.0	2.5
	46.2	32.5	15.1	4.3	1.9	
West U.S.	32.2	42.6	44.8	46.3	36.0	38.8
	34.6	33.8	20.5	9.0	2.1	
West and South Europe (except Germany)	0.5	0.8	0.6	0.0	0.0	0.6
	38.1	44.0	17.9	0.0	0.0	
Germany	0.1	0.0	0.0	0.5	0.0	0.1
	49.0	0.0	7.7	43.3	0.0	
East Asia and Pacific	20.8	9.3	2.8	2.8	6.3	12.4
	69.9	23.2	4.1	1.7	1.2	
Africa, Near East, South Asia	0.4	0.1	0.0	0.3	0.0	0.2
	78.9	10.9	0.0	10.2	0.0	
Western Hemisphere	0.4	0.2	0.2	0.0	0.0	0.3
	60.8	26.5	12.7	0.0	0.0	
Eastern Europe	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	
Other Overseas	0.6	0.7	0.1	0.0	0.0	0.5
	50.5	44.3	5.2	0.0	0.0	
Total Personnel	63,301	46,784	26,925	11,370	3522	151,902
	41.7	30.8	17.7	7.5	2.3	

NOTE: See Survey Form 2, question 40.

Table 20

AIR FORCE ENLISTED PERSONNEL TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	5.0	5.6	6.3	7.1	5.2	5.7
	18.1	32.6	21.8	16.5	11.0	
South Central U.S.	31.7	32.3	32.9	42.6	39.3	34.5
	19.4	31.6	18.9	16.4	13.7	
North Central U.S.	9.6	11.3	14.5	14.1	16.0	12.5
	16.2	30.5	23.0	15.0	15.4	
West U.S.	23.3	28.6	25.1	27.8	30.6	26.9
	18.3	35.8	18.5	13.7	13.7	
West and South Europe (except Germany)	9.2	8.0	8.6	3.2	3.4	7.2
	27.1	37.5	23.8	5.9	5.7	
Germany	7.3	7.5	5.7	2.9	1.8	5.8
	26.6	43.6	19.4	6.7	3.7	
East Asia and Pacific	12.9	6.6	5.7	2.3	3.0	6.8
	40.2	33.1	16.8	4.5	5.4	
Africa, Near East, South Asia	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	
Western Hemisphere	0.8	0.2	1.2	0.0	0.3	0.5
	32.3	14.0	47.0	0.0	6.8	
Eastern Europe	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	
Other Overseas	0.3	0.0	0.1	0.0	0.3	0.1
	50.0	0.0	21.0	0.0	29.0	
Total Personnel	92,737	148,286	87,263	58,267	52,905	439,458
	21.1	33.7	19.9	13.3	12.0	

NOTE: See Survey Form 2, question 40.

Table 21
OFFICERS' TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	6.4 36.9	4.9 28.2	5.7 21.6	5.1 7.1	6.6 6.2	5.7
South Central U.S.	45.6 33.6	40.9 30.0	45.8 22.3	44.8 7.9	51.2 6.2	44.4
North Central U.S.	7.8 26.8	10.2 34.9	7.9 17.8	13.7 11.3	16.4 9.2	9.5
West U.S.	22.6 31.4	23.3 32.1	24.9 22.9	25.1 8.4	22.8 5.2	23.5
West and South Europe (except Germany)	3.2 33.2	4.1 43.0	2.4 16.4	2.4 6.0	0.8 1.4	3.1
Germany	5.8 22.3	11.1 42.4	10.8 27.4	7.1 6.6	2.1 1.3	8.5
East Asia and Pacific	7.4 56.7	4.0 30.6	1.8 9.3	1.9 3.5	0.0 0.0	4.3
Africa, Near East, South Asia	0.2 84.9	0.0 0.0	0.0 15.2	0.0 0.0	0.0 0.0	0.1
Western Hemisphere	0.3 20.2	0.9 53.6	0.8 26.2	0.0 0.0	0.0 0.0	0.6
Eastern Europe	0.0 0.0	0.0 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	0.8 60.5	0.5 35.8	0.0 2.0	0.0 0.0	0.1 1.8	0.4
Total Personnel	80,725 32.7	80,180 32.5	53,263 21.6	19,433 7.9	13,244 5.4	246,844

NOTE: See Survey Form 4, question 42.

Table 22
ARMY OFFICERS' TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	5.4 31.3	5.1 30.6	5.5 24.0	6.3 8.0	8.5 6.2	5.5
South Central U.S.	47.9 31.8	44.0 30.1	49.7 24.8	52.9 7.8	66.2 5.5	48.1
North Central U.S.	9.6 45.4	5.8 28.1	4.4 15.6	5.0 5.2	9.6 5.7	6.8
West U.S.	13.5 33.1	11.6 29.2	15.2 27.8	14.4 7.8	7.0 2.1	13.1
West and South Europe (except Germany)	1.7 44.9	1.3 34.0	0.7 14.3	1.2 6.8	0.0 0.0	1.2
Germany	14.0 21.4	27.9 43.7	23.1 26.4	20.3 6.8	8.8 1.7	21.0
East Asia and Pacific	7.1 74.9	1.9 20.8	0.5 4.3	0.0 0.0	0.0 0.0	3.0
Africa, Near East, South Asia	0.3 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Western Hemisphere	0.2 7.4	1.8 66.6	0.9 26.1	0.0 0.0	0.0 0.0	0.9
Eastern Europe	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	0.4 42.9	0.5 57.1	0.0 0.0	0.0 0.0	0.0 0.0	0.3
Total Personnel	25,535 32.0	26,242 32.9	19,185 24.0	5637 7.1	3190 4.0	79,788

NOTE: See Survey Form 4, question 42.

Table 23

NAVY OFFICERS' TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	11.5 53.1	7.5 28.4	8.0 15.5	4.4 2.5	2.1 0.6	9.0
South Central U.S.	47.8 42.5	44.3 32.3	46.6 17.4	45.8 4.9	58.6 2.9	46.5
North Central U.S.	1.6 30.5	3.1 47.0	2.4 18.6	1.7 3.8	0.0 0.0	2.2
West U.S.	31.6 39.8	33.1 34.3	34.1 18.0	34.5 5.2	38.0 2.7	32.8
West and South Europe (except Germany)	1.8 25.3	3.9 44.0	3.9 22.9	4.7 7.9	0.0 0.0	3.0
Germany	0.0 0.0	0.4 40.1	0.6 26.6	2.5 33.3	0.0 0.0	0.4
East Asia and Pacific	3.6 35.9	5.4 43.6	3.2 13.0	6.4 7.5	0.0 0.0	4.2
Africa, Near East, South Asia	0.2 71.0	0.0 0.0	0.2 29.0	0.0 0.0	0.0 0.0	0.1
Western Hemisphere	0.7 30.5	1.3 49.4	1.1 20.1	0.0 0.0	0.0 0.0	0.9
Eastern Europe	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	1.2 55.9	1.0 40.6	0.0 0.0	0.0 0.0	1.3 3.5	0.9
Total Personnel	23,887 41.4	19,593 34.0	10,020 17.4	2864 5.0	1339 2.3	57,703

NOTE: See Survey Form 4, question 42.

Table 24

MARINE CORPS OFFICERS' TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	2.8 49.4	2.6 28.2	2.6 18.2	0.5 1.2	3.5 3.0	2.6
South Central U.S.	50.2 43.2	53.5 28.4	56.5 19.4	59.4 6.6	61.7 2.5	53.0
North Central U.S.	1.1 30.5	2.1 36.9	2.4 27.1	1.0 3.7	1.3 1.8	1.6
West U.S.	26.1 37.7	37.6 33.3	34.5 19.8	37.6 7.0	33.5 2.3	31.7
West and South Europe (except Germany)	0.3 23.6	1.0 44.5	1.1 31.9	0.0 0.0	0.0 0.0	0.6
Germany	0.2 72.2	0.1 27.8	0.0 0.0	0.0 0.0	0.0 0.0	0.1
East Asia and Pacific	19.1 88.2	2.5 7.1	2.1 3.9	1.5 0.9	0.0 0.0	9.9
Africa, Near East, South Asia	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Western Hemisphere	0.0 0.0	0.2 70.3	0.2 29.7	0.0 0.0	0.0 0.0	0.1
Eastern Europe	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	0.3 35.8	0.4 32.0	0.7 32.3	0.0 0.0	0.0 0.0	0.4
Total Personnel	7661 45.7	4716 28.1	3046 18.2	983 5.9	364 2.2	16,769

NOTE: See Survey Form 4, question 42.

Table 25

AIR FORCE OFFICERS' TIME AT PRESENT LOCATION

Location	Time in Months					Total
	0-11	12-23	24-35	36-47	Over 47	
Northeast U.S.	3.5 20.7	3.4 25.3	5.2 27.4	5.1 12.6	6.7 14.0	4.3
South Central U.S.	39.4 26.4	34.0 28.5	40.2 23.9	38.4 10.8	43.9 10.4	38.2
North Central U.S.	14.3 20.4	20.2 36.1	14.4 18.2	23.4 14.0	22.3 11.2	17.9
West U.S.	22.3 22.5	24.8 31.4	28.1 25.3	27.2 11.6	25.9 9.3	25.3
West and South Europe (except Germany)	7.0 33.8	7.3 44.5	3.3 14.2	2.6 5.4	1.2 2.1	5.3
Germany	4.6 27.2	5.0 37.0	6.1 31.7	1.6 4.1	0.0 0.0	4.4
East Asia and Pacific	7.7 45.3	5.2 38.2	2.4 12.3	1.7 4.2	0.0 0.0	4.4
Africa, Near East, South Asia	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Western Hemisphere	0.3 49.1	0.0 0.0	0.3 50.9	0.0 0.0	0.0 0.0	0.1
Eastern Europe	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	0.9 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.2
Total Personnel	23,642 25.5	29,629 32.0	21,012 22.7	9950 10.8	8351 9.0	92,584

NOTE: See Survey Form 4, question 42.

Table 26

DESCRIPTION OF CURRENT WORK ASSIGNMENT
OF ENLISTED PERSONNEL

Description	Army	Navy	Marine Corps	Air Force	DoD Total
Mostly Supervision	36.6	33.6	35.3	29.3	33.7
	39.6	26.5	10.0	23.8	
Mostly Nonsupervisory Work	63.4	66.4	64.7	70.7	66.3
	34.8	26.7	9.3	29.1	
Total Personnel	588,195	429,955	154,657	441,203	1,614,009
	36.4	26.6	9.6	37.3	

NOTE: See Survey Form 1, question 33.

Table 27

TIME ENLISTED PERSONNEL SPEND WORKING OUTSIDE
PRIMARY OCCUPATIONAL SPECIALTY

Time Spent	Army	Navy	Marine Corps	Air Force	DoD Total
Most of the Time	29.3	27.2	29.2	14.0	24.6
	43.9	29.3	11.4	15.5	
Half of the Time	10.2	10.8	7.1	5.3	8.7
	43.1	32.7	7.8	16.5	
Some of the Time	11.8	14.7	10.3	10.6	12.1
	35.9	32.2	8.1	23.8	
Very Little of the Time	19.8	22.7	18.8	24.7	21.8
	33.4	27.6	8.3	30.7	
None of the Time	28.9	24.6	32.6	37.6	32.8
	32.4	19.9	10.1	37.6	
Total Personnel	604,641	434,927	157,669	446,463	1,643,698
	36.8	26.5	9.6	27.2	

NOTE: See Survey Form 1, question 34.

Table 28

TIME OFFICERS SPEND WORKING OUTSIDE
PRIMARY OCCUPATIONAL SPECIALTY

Time Spent	Army	Navy	Marine Corps	Air Force	DoD Total
Most of the Time	30.0	22.6	41.8	10.4	21.7
	44.6	24.3	13.0	18.1	
Half of the Time	4.8	5.7	5.9	8.9	6.6
	23.3	20.2	6.0	50.5	
Some of the Time	8.0	8.7	6.0	17.3	11.5
	22.4	17.5	3.5	56.6	
Very Little of the Time	14.5	18.6	11.6	21.1	17.7
	26.3	24.4	4.4	44.9	
None of the Time	42.8	44.4	34.7	42.3	42.4
	32.5	24.3	5.5	37.6	
Total Personnel	79,673	57,521	16,705	93,190	247,089
	32.2	23.3	6.8	37.7	

NOTE: See Survey Form 3, question 24.

Table 29
AVERAGE WEEKLY HOURS WORKED BY ENLISTED PERSONNEL

Pay Grade	Average Hours Worked											
	Army			Navy			Marine Corps			Air Force		
	Regular	Other	Total	Regular	Other	Total	Regular	Other	Total	Regular	Other	Total
E-1	45.4	12.8	57.2	30.3	13.0	42.7	32.5	6.0	38.2	38.0	0.0	38.0
E-2	31.4	11.6	42.1	35.5	14.7	49.5	34.3	10.8	43.7	46.5	1.3	47.8
E-3	37.0	13.1	49.0	34.6	14.4	48.8	35.0	14.1	48.1	28.8	14.3	42.8
E-4	39.4	13.1	51.8	36.0	16.2	52.0	37.0	12.8	49.3	29.9	12.3	42.2
E-5	41.9	14.2	55.1	37.5	17.3	54.4	38.9	12.4	50.5	32.2	11.6	43.7
E-6	43.3	12.5	55.0	38.9	14.6	53.1	41.7	12.7	53.3	35.8	9.4	45.2
E-7	44.5	11.2	54.9	40.0	11.9	51.6	41.0	10.1	50.7	37.9	7.6	45.4
E-8	44.8	11.8	55.1	42.3	10.5	52.6	40.1	7.9	47.3	42.8	6.3	49.1
E-9	41.4	8.4	48.7	41.6	6.5	47.7	39.2	6.5	45.0	38.6	5.4	44.2

NOTE: See Survey Form 1, question 37.

Table 30
AVERAGE WEEKLY HOURS WORKED BY OFFICERS

Pay Grade	Average Hours Worked											
	Army			Navy			Marine Corps			Air Force		
	Regular	Other	Total	Regular	Other	Total	Regular	Other	Total	Regular	Other	Total
0-1	52.9	12.5	64.6	40.9	14.2	54.9	38.1	8.1	45.8	37.7	11.6	49.4
0-2	48.6	12.4	60.6	44.4	17.1	61.0	46.9	10.4	56.8	39.0	14.0	52.2
0-3	48.0	10.8	58.5	43.6	12.8	55.8	45.7	8.7	54.2	41.9	11.6	52.6
0-4	45.9	10.1	55.9	45.8	9.9	55.5	45.8	8.4	54.1	43.2	8.6	51.8
0-5	45.9	7.3	53.4	46.2	7.3	53.2	45.4	7.0	52.4	45.1	7.1	52.2
0-6	47.0	6.8	53.0	45.2	5.9	50.9	45.1	6.6	51.7	46.3	8.2	54.4

NOTE: See Survey Form 3, question 27.

Table 31

AVERAGE WEEKLY HOURS ENLISTED PERSONNEL SPEND
ON CALL, ALERT, OR DUTY ROSTER

Pay Grade	Average Hours			
	Army	Navy	Marine Corps	Air Force
E-1	12.1	34.6	17.2	0.0
E-2	10.8	23.9	18.7	0.0
E-3	17.1	23.1	19.5	15.8
E-4	16.0	27.6	20.9	13.9
E-5	16.5	31.6	23.4	14.7
E-6	16.9	26.9	22.4	14.8
E-7	14.4	24.4	20.3	13.1
E-8	17.8	19.5	22.9	14.2
E-9	18.2	16.5	19.1	7.6

NOTE: See Survey Form 1,
question 39.

Table 32

AVERAGE WEEKLY HOURS OFFICERS SPEND ON CALL,
ALERT, OR DUTY ROSTER

Pay Grade	Average Hours			
	Army	Navy	Marine Corps	Air Force
O-1	22.8	21.2	12.4	17.7
O-2	20.5	28.0	21.9	22.8
O-3	22.1	23.5	18.6	19.1
O-4	15.6	22.3	18.9	20.7
O-5	15.6	19.4	16.1	19.9
O-6	12.7	19.5	20.0	28.7

NOTE: See Survey Form 3,
question 29.

IV. PERSONAL BACKGROUND OF OFFICERS AND ENLISTED PERSONNEL

This section focuses on the individual characteristics of the men and women on active duty. Two basic demographic characteristics of populations, age and sex, are presented first. Table 33 for enlisted personnel and Table 34 for officers show the age distributions of men and women, by Service and total, at the time of the survey. In every Service, enlisted women tend to be younger than enlisted men. The enlisted men and women in the Marine Corps, on average, are younger than members in the other Services. Air Force men tend to be older than men in the other Services. As would be expected, officers are older than enlisted personnel. A comparison of the distributions in Tables 33 and 34 indicates that about 59 percent of enlisted men and 79 percent of enlisted women are between the ages of 16 and 26, but only 21 percent of male officers and 37 percent of female officers are in that age range. Data in these tables can be used to calculate the proportion of men and women in each Service, both overall and by age group.

Table 35 for enlisted personnel and Table 36 for officers show the age distributions of men and women, by Service and total, at the time they entered military service. Although Tables 33 and 34 show enlisted women to be younger than men overall, women tend to be somewhat older than men when they enter the military. This discrepancy likely results from differences in retention and recruitment of men and women: Women tend to remain in the military for shorter periods than men, and the recruitment of women in significant numbers has not been going on for as long a time as the recruitment of men. Further, both men and women enter the military precisely during those ages in which a great many changes take place in their personal lives, e.g., during the early years of family formation.

Tables 37 and 38, which display the racial background of the survey populations by sex, indicate that blacks constitute about 30 percent of enlisted personnel in the Army, 10 percent in the Navy, 15 percent

in the Air Force, and 19 percent in the Marine Corps. Within Services, the differences by sex in these percentages are minor. The Marine Corps has a larger percentage of Hispanics, both male and female, than the other Services. The Navy, with about 4 percent, has the smallest percentage of enlisted Hispanic men and women. Whites predominate in the officer ranks of the Armed Forces, constituting at least 90 percent in all Services except the Army, where the percentage is only slightly lower. In all Services, the percentage of minority female officers is slightly higher than percentage of minority male officers. In the Army, for example, about 8 percent of female and 6 percent of male officers are black. Tables 39-48 show the ethnic backgrounds of enlisted personnel and officers by pay grade.

Individuals entering the military bring with them experiences and attitudes shaped by the region of the country and the type of community in which they lived. Tables 49-53 for enlisted personnel and Tables 54-58 for officers show residence at the age of 16, by location and type of community. Although the actual percentages reflect U.S. population distributions, they nevertheless vary among Services. For example, Army enlisted personnel are more likely to come from the South Central states than personnel in the other Services, and more Navy personnel reported living in a foreign country at the age of 16 than did members of the other Services.

Extensive policy discussions have focused on issues related to the role of the Armed Forces in the education of its members, both during and after military service. Tables 59-72 display data that apply to some of those questions. Table 59 shows the distribution of enlisted personnel by educational level at service entry; Table 60 contains the same information for officers. In both cases, the lower ends of the distributions reflect the minimal Service standards that applied at the time these individuals entered the military. Table 61 and Table 62 show the educational distributions at the time of the survey. Substantial educational upgrading obviously takes place in the course of military careers. The precise shifts for the Armed Forces as a whole and for each Service are presented in Tables 63 to 67 for enlisted personnel and Tables 68 to 72 for officers.

The data show that, overall, about one-third of the enlisted population on active duty in March 1979 obtained at least one additional year of accredited education after entering the military. More Army and Air Force enlisted personnel (about 40 percent) showed gain than did enlisted personnel in the Navy (25 percent) and Marine Corps (28 percent). In all Services, individuals with lower levels of education at entry were more likely to obtain additional education. Enlisted personnel who entered with 12 years of education, i.e., high school graduates, were less likely to obtain additional education than those who entered with less than a high school education or with some education after high school.

Educational gains reported by officers were greater than those reported by enlisted personnel. Overall, 60 percent of officers reported obtaining at least one additional year of accredited education. Marine Corps officers reported the lowest gains (49 percent) and Air Force the highest (65 percent). Different experience in the military (see Tables 8 and 10 in Section III) account for some of these differences; e.g., individuals in the Air Force may have more time in which to obtain additional education.

Table 33

AGE OF ENLISTED PERSONNEL^a

Age (Years)	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
16-21	26.8 40.0	36.5 43.5	25.5 28.5	31.5 16.7	41.9 17.1	51.6 6.0	13.2 14.4	32.1 33.8	24.3	34.6
22-26	33.0 35.1	43.7 40.2	34.8 27.7	44.2 18.1	32.5 9.5	37.4 3.4	35.8 27.8	47.1 38.3	34.2	44.8
27-31	18.3 36.4	12.9 33.4	17.3 25.9	19.2 22.1	12.9 7.1	9.8 2.5	21.1 30.7	18.3 42.0	18.2	15.9
32-36	11.7 35.0	6.1 60.5	12.2 27.3	4.3 18.9	7.0 5.7	0.6 0.6	14.7 32.0	2.3 20.0	12.2	4.1
37-41	7.4 32.5	0.8 66.6	7.9 26.5	0.4 13.4	4.3 5.2	0.4 2.9	10.9 35.7	0.2 17.1	8.1	0.5
42-46	2.4 36.4	0.0 16.1	1.7 19.9	0.3 70.1	1.1 4.4	0.0 0.0	3.5 39.3	0.3 13.8	2.4	0.1
Over 46	0.6 35.8	0.0 10.4	0.5 21.4	0.1 58.3	0.4 6.7	0.3 31.2	0.8 36.2	0.0 0.0	0.6	0.0
Total Personnel	552,842 36.3	44,509 41.2	413,754 27.2	19,818 18.3	151,428 10.0	4365 4.0	403,571 26.5	39,380 36.4	1,521,595	108,073

NOTE: See Survey Form 1, question 40.

^aRow percentages are calculated separately for males and females.

Table 34

AGE OF OFFICERS^a

Age (Years)	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
16-21	0.1 42.7	0.6 55.0	0.0 17.1	0.2 6.0	0.1 10.3	1.7 20.0	0.0 29.9	0.1 13.3	0.1	0.4
22-26	21.4 33.4	40.7 39.2	23.3 26.5	39.7 25.8	29.9 10.1	37.7 4.2	16.3 30.0	30.4 30.7	20.5	36.5
27-31	24.5 30.4	29.1 31.9	25.9 23.5	33.7 24.9	26.2 7.1	38.8 4.9	26.6 39.0	33.3 38.3	25.7	32.1
32-36	21.6 33.0	13.6 35.7	19.1 21.2	12.4 21.5	18.1 6.0	15.5 4.6	22.1 39.7	14.1 38.1	20.9	13.6
37-41	17.5 31.9	6.9 32.3	15.4 20.5	6.0 18.8	13.4 5.3	4.3 2.4	19.7 4.2	9.5 46.6	17.6	7.5
42-46	10.5 31.6	3.1 21.0	11.1 24.4	5.1 23.5	8.2 5.4	2.0 1.6	10.8 38.6	7.5 53.9	10.6	5.1
Over 46	4.5 30.8	5.8 43.6	5.3 26.8	3.1 15.6	4.1 6.1	0.0 0.0	4.5 36.4	5.2 40.9	4.6	4.7
Total Personnel	73,583 32.0	5894 35.2	53,684 23.3	3980 23.8	15,952 6.9	684 4.1	86,721 37.7	6191 37.0	229,933	16,748

NOTE: See Survey Form 3, question 31.

^aRow percentages are calculated separately for males and females.

Table 35

AGE OF ENLISTED PERSONNEL AT SERVICE ENTRY^a

Age (Years)	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
16-21	87.6 35.3	77.6 40.9	91.1 27.4	78.8 18.6	94.2 10.3	85.0 4.4	91.8 27.0	77.7 36.1	90.3	78.1
22-26	11.2 45.2	16.3 38.4	8.2 24.9	17.2 18.2	5.7 6.3	13.6 3.2	8.0 23.6	19.3 40.2	9.0	17.4
27-31	1.0 58.6	6.1 57.7	0.7 28.7	3.8 16.0	0.1 1.7	1.2 1.1	0.3 11.0	3.0 25.2	0.6	4.3
32-36	0.2 79.0	0.1 6.43	0.1 20.9	0.1 29.8	0.0 0.0	0.1 7.1	0.0 0.0	0.0 0.0	0.1	0.1
37-41	0.0 0.0	0.0 0.0	0.0 100.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0	0.0
42-46	0.0 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0	0.0
Over 46	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0	0.0
Total Personnel	548,955 36.3	44,156 41.2	411,271 27.2	19,756 18.4	149,564 9.9	4353 4.1	401,182 26.6	38,945 36.3	1,510,969	107,211

NOTE: See Survey Form 1, question 42.

^aRow percentages are calculated separately for males and females.

Table 36

AGE OF OFFICERS AT SERVICE ENTRY^a

Age (Years)	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
16-21	42.1 30.0	34.4 45.8	56.2 29.3	29.3 26.2	54.5 8.4	35.2 5.4	38.6 3.2	16.3 22.6	45.0	26.5
22-26	53.5 33.1	51.3 30.9	40.0 18.2	62.7 25.4	45.1 6.1	56.6 3.9	58.5 42.7	63.5 39.8	51.6	58.7
27-31	3.1 42.9	10.5 33.7	2.7 27.9	5.8 12.4	0.4 1.1	8.2 3.0	1.7 28.2	15.2 50.8	2.3	11.0
32-36	1.1 45.9	2.8 30.0	0.8 24.8	1.8 13.2	0.0 0.0	0.0 0.0	0.6 29.3	5.0 56.8	0.7	3.3
37-41	0.1 18.9	0.8 87.5	0.2 23.2	0.2 12.5	0.0 0.9	0.0 0.0	0.4 56.8	0.0 0.0	0.2	0.3
42-46	0.1 30.0	0.0 0.0	0.0 8.7	0.2 100.0	0.0 0.0	0.0 0.0	0.2 61.3	0.0 0.0	0.1	0.0
Over 46	0.0 0.0	0.3 100.0	0.0 35.7	0.0 0.0	0.0 0.0	0.0 0.0	0.0 62.5	0.0 0.0	0.0	0.1
Total Personnel	73,246 32.0	5894 35.3	53,698 23.5	3966 23.8	15,919 7.0	680 4.1	86,177 37.6	6139 36.8	228,925	16,678

NOTE: See Survey Form 3, question 32.

^aRow percentages are calculated separately for males and females.

Table 37

ETHNIC BACKGROUND OF ENLISTED PERSONNEL BY SEX^a

Ethnic Background	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Black	30.4 56.6	30.3 58.1	9.4 13.0	11.6 9.9	19.6 10.0	18.6 3.5	15.1 20.4	16.9 28.5	19.6	21.5
American Indian/ Alaskan Native	1.4 39.1	0.7 29.6	1.2 25.9	0.5 9.9	1.4 10.5	0.4 1.8	1.2 24.5	1.6 58.6	1.3	1.0
Hispanic	5.9 41.2	3.3 40.3	3.6 18.5	3.5 18.4	8.3 16.0	7.1 8.4	4.8 24.3	3.1 32.9	5.2	3.4
Oriental	2.6 32.0	1.3 38.5	6.0 54.1	1.9 25.6	1.2 3.8	0.5 1.5	1.1 10.1	1.3 34.4	3.0	1.4
White	56.8 30.7	62.9 36.9	75.8 30.4	79.5 20.6	66.2 9.8	70.5 4.0	73.6 29.1	74.6 38.4	67.3	70.5
Other	2.9 29.3	1.5 28.7	4.0 30.2	3.0 25.3	3.3 9.2	2.9 5.3	4.2 31.3	2.4 40.6	3.6	2.2
Total Personnel	550,532 36.4	44,506 41.4	408,847 27.0	19,699 18.3	150,405 10.0	4342 4.0	401,777 26.6	39,039 36.3	1,511,552	107,585

NOTE: See Survey Form 1, question 44.

^aRow percentages are calculated separately for males and females.

Table 38

ETHNIC BACKGROUND OF OFFICERS BY SEX^a

Ethnic Background	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Black	5.8 45.9	7.7 46.0	1.7 9.8	4.0 16.0	3.5 6.0	4.4 3.0	4.1 38.3	5.6 35.0	4.1	5.9
American Indian/ Alaskan Native	0.6 62.4	0.0 0.0	0.2 15.0	0.2 35.0	0.1 3.3	0.0 0.0	0.2 19.4	0.2 65.0	0.3	0.1
Hispanic	2.3 53.0	2.5 52.5	0.8 13.0	1.1 15.4	1.2 6.0	0.0 0.0	1.0 28.0	1.5 32.1	1.4	1.7
Oriental	1.2 40.5	2.2 40.2	1.2 30.3	2.0 24.2	0.4 2.7	0.0 0.0	0.7 26.5	1.9 35.6	0.9	1.9
White	88.5 30.9	86.3 34.1	94.6 24.1	92.0 24.5	93.0 7.1	95.7 4.4	92.3 38.0	89.7 37.0	91.7	89.2
Other	1.6 30.5	1.4 42.1	1.6 22.1	0.9 18.5	1.9 8.0	0.0 0.0	1.7 39.4	1.2 39.5	1.7	1.2
Total Personnel	73,697 32.0	5943 35.3	53,710 23.3	4009 23.8	16,037 7.0	691 4.1	86,856 37.7	6203 36.8	230,298	16,846

NOTE: See Survey Form 3, question 33.

^aRow percentages are calculated separately for males and females.

Table 39
ETHNIC BACKGROUND OF ENLISTED PERSONNEL BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
E-1	0.7 24.7	1.1 2.6	0.9 8.5	0.2 1.0	0.5 62.1	0.2 1.1	0.6
E-2	3.5 24.7	2.6 1.2	5.1 9.2	1.5 1.5	2.5 58.9	3.7 4.6	2.8
E-3	14.9 19.7	13.3 1.1	18.4 6.3	6.7 1.3	14.9 67.4	17.7 4.2	14.9
E-4	35.4 24.3	24.4 1.1	32.1 5.7	24.6 2.5	26.9 63.3	25.6 3.1	28.7
E-5	24.1 18.4	26.9 1.3	22.7 4.5	33.1 3.7	26.0 68.1	28.9 3.9	25.8
E-6	12.1 15.6	18.8 1.6	11.4 3.8	25.2 4.8	15.9 70.9	14.2 3.3	15.2
E-7	7.2 16.4	9.7 1.4	7.1 4.1	6.6 2.2	9.4 73.1	6.8 2.8	8.7
E-8	1.4 12.0	2.6 1.5	1.0 2.2	0.8 1.1	2.6 78.8	2.9 4.5	2.3
E-9	0.7 11.8	0.5 0.5	1.3 5.9	1.4 3.6	1.3 77.9	0.1 0.2	1.1
Total Personnel	318,977 19.7	20,640 1.3	82,535 5.1	46,845 2.9	1,094,455 67.6	56,858 3.5	1,620,310

NOTE: See Survey Form 1, question 44.

Table 40
ETHNIC BACKGROUND OF ARMY ENLISTED PERSONNEL BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
E-1	0.6 42.9	0.0 0.0	0.0 0.0	0.6 3.7	0.4 53.5	0.0 0.0	0.4
E-2	1.8 31.3	1.2 0.9	3.8 12.2	0.0 0.0	1.6 50.0	3.6 5.6	1.8
E-3	11.8 34.2	6.8 0.9	10.0 5.4	8.2 2.0	10.2 55.6	7.4 2.0	10.5
E-4	40.9 35.3	34.7 1.3	38.6 6.3	43.6 3.1	31.8 51.7	29.5 2.3	35.2
E-5	22.8 28.1	19.2 1.0	23.4 5.4	26.0 2.6	25.4 58.8	35.5 4.0	24.7
E-6	12.3 24.4	26.3 2.3	13.0 4.8	12.4 2.0	17.1 63.8	15.0 2.7	15.3
E-7	7.7 26.8	8.9 1.4	8.0 5.2	6.9 2.0	9.6 62.9	5.8 1.8	8.8
E-8	1.5 20.0	2.8 1.6	1.3 3.2	0.7 0.8	2.8 70.3	3.3 4.0	2.3
E-9	0.6 17.7	0.3 0.4	2.0 10.9	1.5 3.6	1.2 67.4	0.0 0.0	1.0
Total Personnel	180,688 30.4	7897 1.3	34,019 5.7	14,891 2.5	340,159 57.2	16,607 2.8	594,260

NOTE: See Survey Form 1, question 44.

Table 41
ETHNIC BACKGROUND OF NAVY ENLISTED PERSONNEL BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
E-1	1.4 23.3	2.3 4.8	1.1 6.4	0.0 0.0	0.5 63.0	0.4 2.4	0.6
E-2	7.9 18.7	1.8 0.6	8.3 7.4	1.7 2.5	3.5 65.7	5.2 5.2	4.0
E-3	23.8 15.5	10.5 0.9	25.2 6.1	5.8 2.3	13.6 70.3	18.0 4.9	14.7
E-4	27.9 12.6	20.1 1.2	28.1 4.7	11.5 3.2	20.5 73.6	25.2 4.8	21.1
E-5	21.7 7.1	35.3 1.5	21.8 2.6	37.6 7.5	29.9 77.4	29.3 4.0	29.3
E-6	10.9 5.6	20.2 1.3	9.5 1.8	34.9 11.0	18.8 76.8	16.5 3.5	18.6
E-7	4.8 5.4	8.3 1.2	4.6 1.9	6.3 4.3	9.5 85.0	4.7 2.2	8.5
E-8	0.9 3.9	0.0 0.0	1.0 1.5	1.1 2.6	2.8 90.7	0.8 1.3	2.3
E-9	0.6 6.2	1.5 1.8	0.5 1.8	1.2 7.3	1.1 82.8	0.0 0.0	1.0
Total Personnel	41,007 9.5	5189 1.2	15,250 3.5	25,071 5.8	326,508 76.9	17,198 4.0	430,223

NOTE: See Survey Form 1, question 44.

Table 42
ETHNIC BACKGROUND OF MARINE CORPS ENLISTED PERSONNEL BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
E-1	2.0 15.6	5.4 3.0	4.8 16.1	0.0 0.0	2.4 64.2	0.8 1.1	2.5
E-2	15.7 27.0	16.2 2.0	12.7 9.4	15.0 1.5	9.7 56.8	11.6 3.4	11.3
E-3	28.9 21.3	27.3 1.4	32.0 10.1	11.5 0.5	24.7 61.9	38.9 4.9	26.5
E-4	17.3 18.8	14.7 1.1	16.4 7.6	26.8 1.7	18.5 68.2	14.4 2.7	18.0
E-5	18.1 18.2	20.9 1.5	19.5 8.4	20.4 1.2	19.9 68.0	15.8 2.7	19.4
E-6	10.9 17.9	8.8 1.0	9.0 6.2	20.1 1.9	12.6 70.0	11.0 3.1	12.0
E-7	4.6 13.0	5.2 1.0	4.1 4.9	5.5 9.9	8.2 78.4	3.8 1.8	6.9
E-8	2.2 16.4	1.6 0.8	1.1 3.6	0.8 0.4	3.0 75.3	2.8 3.6	2.6
E-9	0.4 8.5	0.0 0.0	0.5 4.6	0.0 0.0	1.2 83.8	0.8 3.1	0.9
Total Personnel	30,235 19.5	2116 1.4	12,894 8.3	1746 1.1	102,774 66.4	5137 3.3	154,902

NOTE: See Survey Form 1, question 44.

Table 43

ETHNIC BACKGROUND OF AIR FORCE ENLISTED PERSONNEL BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
E-1	0.0	0.0	0.0	0.0	0.1	0.0	0.1
	0.0	0.0	0.0	0.0	100.0	0.0	
E-2	0.0	0.0	0.0	0.0	0.1	0.0	0.1
	0.0	0.0	0.0	0.0	100.0	0.0	
E-3	11.5	19.9	18.8	5.1	17.9	20.8	17.0
	10.3	1.4	5.1	0.4	77.8	5.0	
E-4	33.3	17.5	34.2	32.5	30.9	25.6	31.1
	16.3	0.7	5.1	1.2	73.4	3.3	
E-5	31.8	32.5	24.2	36.3	24.6	26.1	26.0
	18.6	1.6	4.3	1.6	69.8	4.1	
E-6	12.7	10.7	11.7	16.1	13.0	12.3	12.9
	15.0	1.0	4.2	4.5	74.4	3.9	
E-7	8.7	14.1	9.3	7.2	9.5	10.8	9.5
	14.0	1.8	4.5	0.9	74.2	4.6	
E-8	0.9	5.3	0.4	0.0	2.2	4.5	2.0
	6.7	3.3	0.9	0.0	80.1	9.1	
E-9	1.1	0.0	1.4	2.8	1.7	0.0	1.5
	10.5	0.0	4.3	2.1	83.1	0.0	
Total Personnel	67,063	5438	20,374	5137	325,244	17,917	441,173
	15.2	1.2	4.6	1.1	73.7	4.1	

NOTE: See Survey Form 1, question 44.

Table 44

ETHNIC BACKGROUND OF OFFICERS BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native			Hispanic	Oriental	White	Other	Total
0-1	17.3 7.2	7.0 0.2			17.6 2.5	5.5 0.6	9.6 88.3	8.1 1.3	10.0
0-2	23.8 6.3	13.4 0.3			29.6 2.6	12.2 0.8	15.1 88.3	16.9 1.7	15.7
0-3	33.7 3.9	61.8 0.5			34.3 1.4	35.8 1.0	35.3 91.3	40.4 1.9	35.3
0-4	15.0 3.1	17.3 0.3			7.8 0.5	34.3 1.7	20.4 92.8	20.7 1.7	20.1
0-5	8.1 2.5	0.0 0.0			8.6 0.9	7.8 0.6	13.7 94.4	12.6 1.5	13.3
0-6	2.2 1.6	0.6 0.0			2.1 0.5	4.4 0.8	5.9 96.7	1.4 0.4	5.6
Total Personnel	10,216 4.1	732 0.3			3454 1.4	2471 1.0	225,898 91.5	4005 1.6	246,776

NOTE: See Survey Form 3, question 33.

Table 45
ETHNIC BACKGROUND OF ARMY OFFICERS BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
0-1	18.0 10.5	0.0 0.0	23.4 5.4	0.0 0.0	9.5 83.5	4.0 0.6	10.1
0-2	24.7 9.1	11.3 0.4	36.0 5.2	6.7 0.5	15.0 82.6	22.6 2.2	16.0
0-3	28.1 4.9	73.1 1.2	25.4 1.7	49.0 1.8	34.4 89.3	24.6 1.1	34.0
0-4	14.7 4.3	15.7 0.4	5.6 0.6	22.2 1.4	21.1 91.9	19.4 1.5	20.3
0-5	11.6 4.9	0.0 0.0	7.7 1.3	14.8 1.3	14.0 89.5	26.4 3.0	13.9
0-6	3.0 3.1	0.0 0.0	2.0 0.8	7.4 1.6	6.1 93.7	2.9 0.8	
Total Personnel	4705 5.9	441 0.6	1843 2.3	989 1.2	70,430 88.4	1245 1.6	79,652

NOTE: See Survey Form 3, question 33.

Table 46
ETHNIC BACKGROUND OF NAVY OFFICERS BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
0-1	22.5 2.8	33.8 0.5	15.8 0.8	17.2 1.5	14.4 93.1	12.2 1.3	14.6
0-2	21.3 2.5	0.0 0.0	38.5 1.9	19.2 1.5	15.4 93.7	14.9 1.5	15.7
0-3	37.3 2.3	48.3 0.3	21.9 0.6	28.5 1.2	29.0 93.8	32.7 1.7	29.2
0-4	17.6 1.5	18.0 0.2	15.6 0.6	34.2 2.0	20.9 93.7	27.8 2.0	21.1
0-5	1.4 0.2	0.0 0.0	8.2 0.5	1.0 0.1	12.9 97.9	10.3 1.3	12.4
0-6	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	7.4 99.6	2.1 0.5	7.0
Total Personnel	1052 1.8	113 0.2	439 0.8	722 1.3	54,270 94.4	879 1.5	57,476

NOTE: See Survey Form 3, question 33.

Table 47
ETHNIC BACKGROUND OF MARINE CORPS OFFICERS BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
0-1	23.8 5.2	0.0 0.0	31.5 2.2	0.0 0.0	15.6 90.5	19.2 2.2	16.1
0-2	31.8 4.3	40.7 0.3	37.9 1.6	61.0 0.8	25.3 90.7	34.5 2.4	25.9
0-3	35.8 4.4	24.5 0.2	19.0 0.7	12.2 0.2	28.2 92.8	27.7 1.8	28.3
0-4	4.6 0.9	18.8 0.2	11.6 0.7	18.8 0.4	18.5 96.4	14.2 1.4	17.9
0-5	2.4 1.0	0.0 0.0	0.0 0.0	8.1 0.3	8.7 97.6	4.6 1.0	8.3
0-6	1.6 1.6	16.1 0.8	0.0 0.0	0.0 0.0	3.7 97.6	0.0 0.0	3.5
Total Personnel	584 3.5	29 0.2	184 1.1	57 0.3	16,608 93.1	303 1.8	16,764

NOTE: See Survey Form 3, question 33.

Table 48
ETHNIC BACKGROUND OF AIR FORCE OFFICERS BY PAY GRADE

Pay Grade	Black	American Indian/ Alaskan Native	Hispanic	Oriental	White	Other	Total
0-1	14.1 9.9	8.6 0.2	5.0 0.9	1.8 0.2	5.6 86.8	7.0 2.0	6.0
0-2	22.2 6.8	24.3 0.3	12.4 1.0	8.8 0.5	13.2 90.2	10.0 1.3	13.5
0-3	39.1 9.3	45.8 0.2	59.4 1.5	26.7 0.5	41.2 91.5	59.6 2.4	41.5
0-4	16.1 3.4	21.3 0.2	7.8 0.4	52.6 2.0	19.9 93.4	19.0 1.6	19.8
0-5	6.7 2.0	0.0 0.0	12.0 0.9	5.0 0.3	14.8 96.3	4.5 0.5	14.2
0-6	1.8 1.5	0.0 0.0	3.6 0.8	5.0 0.8	5.3 97.0	0.0 0.0	5.0
Total Personnel	3876 4.2	150 0.2	988 1.1	703 0.8	85,590 92.2	1579 1.7	92,885

NOTE: See Survey Form 3, question 33.

Table 49

ENLISTED PERSONNEL RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/ Farm	Rural Area	Total
West	16.0 16.1	19.6 13.5	20.6 20.7	14.6 5.2	15.2 27.5	11.7 6.6	11.7 11.0	15.8
Northeast	25.0 19.8	24.3 13.2	16.9 13.0	21.4 6.0	21.0 29.4	7.8 3.5	19.6 14.6	20.0
North Central	26.6 17.3	27.5 12.3	19.7 12.4	18.3 4.2	23.1 27.0	32.7 11.9	24.8 15.1	24.5
South Central	28.0 12.5	25.8 7.9	39.1 16.8	41.0 6.4	35.7 28.5	46.1 11.5	39.7 16.5	35.7
Foreign	4.5 17.7	2.8 7.6	3.7 13.8	4.8 6.5	5.0 35.1	1.7 3.7	4.2 15.4	4.1
Total Personnel	254,940 15.9	174,559 10.9	246,129 15.4	89,332 5.6	457,675 28.5	142,493 8.9	238,826 14.9	1,603,954

NOTE: See Survey Form 2, question 20.

Table 50

ARMY ENLISTED PERSONNEL RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/ Farm	Rural Area	Total
West	14.7 18.4	20.2 14.3	15.5 17.5	9.0 3.3	14.1 28.0	12.6 8.9	9.2 9.7	13.9
Northeast	24.4 24.9	19.7 11.4	14.4 13.3	31.8 6.6	16.5 26.9	3.8 2.2	17.0 14.7	16.7
North Central	22.8 17.8	26.7 11.8	19.1 13.5	16.5 3.8	20.0 24.9	29.4 13.1	23.1 15.2	22.2
South Central	32.7 13.3	30.8 7.1	47.8 17.5	48.1 5.8	44.7 28.9	51.3 11.8	45.6 15.6	42.7
Foreign	5.5 22.4	2.6 6.0	3.2 11.7	4.6 5.5	4.7 3.03	2.9 6.6	5.1 17.6	4.3
Total Personnel	102,024 17.3	57,750 9.8	92,124 15.7	30,285 5.2	162,372 27.6	57,963 9.9	85,984 14.6	588,501

NOTE: See Survey Form 2, question 20.

Table 51

NAVY ENLISTED PERSONNEL RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/Farm	Rural Area	Total
West	21.1 16.1	19.1 12.4	26.3 20.6	16.9 5.9	17.1 26.2	14.2 6.2	15.0 12.6	18.7
Northeast	21.2 15.5	21.9 13.7	15.8 11.9	22.2 7.5	19.4 28.7	11.4 4.8	22.1 17.9	19.4
North Central	30.3 16.0	39.7 13.4	20.0 10.9	19.8 4.8	27.2 28.9	37.0 11.3	25.3 14.8	26.9
South Central	21.8 10.8	24.6 10.4	32.1 16.5	34.0 7.8	27.4 27.4	35.8 10.3	3.05 16.8	28.5
Foreign	5.8 12.6	4.7 8.7	5.8 13.1	7.0 7.1	9.0 39.3	1.7 2.2	7.1 17.1	6.5
Total Personnel	60,928 14.2	51,954 12.1	62,643 14.6	27,912 6.5	122,480 28.6	35,080 8.2	67,234 15.7	428,231

NOTE: See Survey Form 2, question 20.

Table 52
MARINE CORPS ENLISTED PERSONNEL RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/ Farm	Rural Area	Total
West	13.5 14.8	22.0 15.4	18.8 20.7	11.6 4.4	18.2 27.4	11.5 6.4	12.8 10.9	16.2
Northeast	29.1 23.4	24.3 12.6	19.4 15.6	15.2 4.3	23.0 25.4	14.3 5.8	20.9 13.1	20.0
North Central	33.8 19.6	34.5 12.9	25.0 14.6	25.2 5.1	29.8 23.8	37.8 11.0	28.6 12.9	30.5
South Central	23.1 13.8	18.0 7.0	34.7 20.8	44.7 9.3	26.5 21.8	35.9 10.9	35.4 16.5	29.6
Foreign	0.6 5.7	1.4 8.6	2.2 21.3	3.4 11.4	2.5 32.8	0.4 2.0	2.4 18.1	1.9
Total Personnel	26,662 17.7	17,157 11.4	26,759 17.8	9309 6.2	36,609 24.3	13,461 8.9	20,756 13.8	150,714

NOTE: See Survey Form 2, question 20.

Table 53

AIR FORCE ENLISTED PERSONNEL RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/ Farm	Rural Area	Total
West	14.2 13.8	18.6 13.3	23.1 22.3	20.7 6.8	14.0 28.6	8.1 4.4	11.2 10.8	15.3
Northeast	27.7 17.3	32.3 14.7	20.7 12.8	22.4 4.7	27.1 35.3	8.3 2.9	20.0 12.4	24.0
North Central	26.1 17.0	23.6 11.2	18.1 11.7	15.7 3.4	21.3 28.9	31.9 11.4	25.5 16.5	23.0
South Central	28.6 12.0	24.0 7.3	35.2 14.7	38.5 5.4	35.1 30.8	51.4 11.9	42.7 17.8	35.6
Foreign	3.5 24.1	1.6 8.2	2.8 19.5	2.7 6.3	2.5 36.2	0.3 1.1	0.7 4.7	2.1
Total Personnel	65,328 15.0	47,699 11.0	64,613 14.8	21,828 5.0	136,263 31.2	35,990 8.2	64,862 14.8	436,583

NOTE: See Survey Form 2, question 20.

Table 54

OFFICERS' RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/ Farm	Rural Area	Total
West	16.8 17.7	16.2 16.0	17.8 17.4	16.2 6.1	14.1 28.9	12.5 6.0	12.8 8.0	15.3
Northeast	20.1 14.7	27.1 18.6	17.3 11.8	26.5 6.9	24.0 34.2	9.4 3.1	24.5 10.7	22.0
North Central	25.8 16.8	24.2 14.9	20.1 12.3	12.8 3.0	24.6 31.3	39.1 11.6	26.5 10.3	24.6
South Central	31.8 14.3	31.0 13.1	41.6 17.5	41.8 6.7	35.1 30.9	38.8 7.9	35.1 9.4	35.6
Foreign	5.6 34.2	1.5 8.9	3.3 18.7	2.8 6.1	2.3 27.7	0.2 0.4	1.1 4.0	2.6
Total Personnel	39,420 16.1	37,006 15.1	36,818 15.0	14,088 5.7	76,928 31.3	17,827 7.3	23,446 9.6	245,534

NOTE: See Survey Form 4, question 21.

ARMY OFFICERS' RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/ Farm	Rural Area	Total
West	15.7 16.7	16.2 14.8	15.1 16.5	19.7 7.1	13.7 29.0	15.0 6.9	13.8 9.0	15.0
Northeast	19.8 15.2	22.0 14.6	19.1 15.1	19.8 5.2	22.1 34.0	10.1 3.4	26.5 12.5	20.7
North Central	24.0 17.2	24.0 14.9	19.4 14.4	12.7 3.1	22.7 32.6	29.1 9.1	20.0 8.8	22.2
South Central	33.2 13.7	35.4 12.6	42.2 17.9	41.7 5.8	38.7 31.8	45.8 8.2	39.7 10.0	38.7
Foreign	7.3 34.3	2.4 9.8	4.2 20.2	6.2 9.9	2.8 25.8	0.0 0.0	0.0 0.0	3.4
Total Personnel	12,662 15.9	10,936 13.7	13,066 16.4	4296 5.4	25,333 31.8	5527 6.9	7791 9.8	79,610

NOTE: See Survey Form 4, question 21.

Table 56

NAVY OFFICERS' RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/ Farm	Rural Area	Total
West	22.4 21.3	18.5 17.9	20.5 14.9	15.3 5.5	16.4 28.4	13.7 4.9	13.5 7.2	17.8
Northeast	20.5 13.7	29.4 20.0	19.5 10.0	32.8 8.3	28.9 35.2	8.3 2.1	28.1 10.6	25.2
North Central	20.3 14.3	21.9 15.7	23.6 12.8	13.5 3.6	24.2 31.1	40.0 10.6	30.5 12.1	24.0
South Central	30.9 17.0	29.7 16.6	33.8 14.3	36.9 7.7	28.8 28.8	37.2 7.7	25.9 8.0	30.7
Foreign	5.9 43.1	0.5 3.8	2.6 14.7	1.6 4.3	1.8 23.4	0.8 2.1	2.0 8.5	2.3
Total Personnel	9665 16.9	9852 17.2	7434 13.0	3649 6.4	17,631 30.8	3628 6.3	5438 9.5	57,297

NOTE: See Survey Form 4, question 21.

Table 57
MARINE CORPS OFFICERS' RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/ Farm	Rural Area	Total
West	13.3 18.0	10.5 14.5	17.0 20.3	12.5 6.8	10.5 28.1	11.8 7.4	6.8 5.0	11.8
Northeast	27.0 15.6	30.5 17.9	22.7 11.5	34.8 8.0	31.1 35.4	11.3 3.0	27.3 8.6	27.6
North Central	28.0 19.7	24.4 17.5	17.2 10.6	7.6 2.1	21.3 29.6	33.4 10.9	24.7 9.5	22.6
South Central	28.1 12.6	32.1 14.6	41.3 16.2	43.5 7.8	34.5 30.4	43.5 9.0	38.5 9.4	35.6
Foreign	3.7 24.4	2.5 16.7	1.8 10.5	1.5 4.1	2.6 34.3	0.0 0.0	2.8 10.1	2.4
Total Personnel	2660 16.0	2696 16.2	2331 14.0	1057 6.3	5238 31.4	1232 7.4	1450 8.7	16,666

NOTE: See Survey Form 4, question 21.

Table 58

AIR FORCE OFFICERS' RESIDENCE AT AGE 16

Location	Large City	Large Suburb	Medium City	Medium Suburb	Small City	Ranch/Farm	Rural Area	Total
West	14.6 15.8	15.6 15.8	18.9 19.8	14.7 5.6	13.7 29.3	10.2 5.7	12.5 8.2	14.6
Northeast	18.9 14.8	28.8 21.2	13.7 10.4	25.9 7.2	21.3 33.2	9.2 3.7	20.1 9.6	20.0
North Central	30.6 17.5	26.1 14.0	19.3 10.7	13.6 2.7	26.9 30.7	47.1 13.9	30.1 10.5	27.4
South Central	31.7 13.9	28.1 11.5	45.1 19.2	44.9 6.9	36.0 31.3	33.5 7.6	36.2 9.6	35.9
Foreign	4.2 30.2	1.4 9.6	3.0 20.9	1.0 2.4	2.2 31.7	0.0 0.0	1.2 5.2	2.2
Total Personnel	14,433 15.7	13,522 14.7	13,988 15.2	5086 5.5	28,726 31.2	7441 8.1	8767 9.5	91,962

NOTE: See Survey Form 4, question 21.

Table 59

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO THEIR
EDUCATION AT SERVICE ENTRY

Education at Entry (Years)	Army	Navy	Marine Corps	Air Force	DoD Total
Under 9 Years	1.8 55.9	0.9 19.8	1.3 10.5	0.6 13.8	1.2
9-11 Years	23.0 51.9	13.8 22.4	22.3 13.2	7.6 12.6	16.3
12 Years	60.5 33.5	68.4 27.3	65.7 9.5	73.2 29.8	66.5
1 Year of College	7.9 33.5	8.4 25.7	6.2 6.9	10.8 33.9	8.7
2 Years of College	3.9 29.9	5.5 30.5	3.5 6.9	5.8 32.6	4.8
3 Years of College	1.0 36.9	1.5 39.5	0.4 3.6	0.8 20.0	1.0
4 Years of College	1.4 42.3	1.3 29.5	0.5 4.3	1.1 23.9	1.2
Over 4 Years of College	0.5 57.1	0.3 21.0	0.1 3.6	0.2 18.3	0.3
Total Personnel	604,347 36.8	436,241 26.5	157,766 9.6	445,451 27.1	1,643,805

NOTE: See Survey Form 1, question 51.

Table 60

DISTRIBUTION OF OFFICERS ACCORDING TO THEIR
EDUCATION AT SERVICE ENTRY

Education at Entry (Years)	Army	Navy	Marine Corps	Air Force	DoD Total
9-12 Years	19.1 29.9	27.7 31.3	22.9 7.5	17.2 31.3	20.6
1-3 Years of College	11.1 30.0	12.7 25.0	13.7 7.8	11.8 37.3	11.9
4 Years of College	52.5 32.9	44.1 19.9	55.7 7.3	54.6 39.9	51.6
5 Years of College	6.2 30.6	6.1 21.8	5.0 5.1	7.4 42.6	6.5
6 Years of College	3.2 35.1	2.4 18.8	1.5 3.5	3.3 42.5	3.0
7 Years of College	2.7 41.3	1.8 20.3	0.8 2.7	2.0 35.8	2.1
Over 7 Years of College	5.3 39.6	5.2 28.4	0.4 0.6	3.6 31.5	4.3
Total Personnel	80,275 32.3	57,984 23.3	16,797 6.8	93,431 37.6	248,487

NOTE: See Survey Form 3, question 40.

Table 61

EDUCATION OF ENLISTED PERSONNEL AT INTERVIEW

	Army	Navy	Marine Corps	Air Force	DoD Total
Under 9 Years	0.1 27.5	0.1 39.2	0.1 10.1	0.1 23.2	0.1
9-11 Years	4.8 42.4	5.5 34.9	8.3 19.1	0.6 3.7	4.2
12 Years	59.2 36.9	63.2 28.3	68.6 11.1	51.7 23.7	59.1
1 Year of College	18.3 39.0	13.7 21.0	12.5 6.9	21.2 33.2	17.3
2 Years of College	10.7 33.0	10.7 23.8	7.4 6.0	16.4 37.2	12.0
3 Years of College	3.5 33.9	3.4 23.9	1.7 4.3	5.3 38.0	3.8
4 Years of College	2.1 31.1	2.6 27.9	1.1 4.1	3.4 36.9	2.5
Over 4 Years of College	1.3 44.0	0.8 18.1	0.4 3.6	1.4 34.3	1.1
Total Personnel	605,013 36.8	435,656 26.5	157,776 9.6	445,242 27.1	1,643,688

NOTE: See Survey Form 1, question 52.

Table 62

EDUCATION OF OFFICERS AT INTERVIEW

	Army	Navy	Marine Corps	Air Force	DoD Total
9-12 Years	0.1 5.8	2.1 60.7	2.6 21.9	0.3 11.7	0.8
1-3 Years of College	3.0 26.2	4.9 31.5	8.1 15.0	2.6 27.2	3.6
4 Years of College	42.4 32.8	48.7 27.2	57.9 9.4	34.0 36.6	41.8
5 Years of College	15.8 28.8	14.2 18.8	16.4 6.3	21.6 46.0	17.6
6 Years of College	21.5 33.6	13.3 15.1	10.0 3.3	26.4 48.0	20.7
7 Years of College	5.7 33.3	6.2 25.9	3.3 4.0	5.4 36.8	5.6
Over 7 Years of College	11.5 37.4	10.6 24.9	1.9 1.3	9.6 36.4	9.9
Total Personnel	80,313 32.3	58,035 23.3	16,844 6.8	93,491 37.6	248,682

NOTE: See Survey Form 3, question 41.

Table 63

ACCREDITED EDUCATION OBTAINED BY ENLISTED PERSONNEL DURING MILITARY CAREER

Education at Entry (Years)	Additional Education Obtained (Years)												Total	
	0	1	2	3	4	5	6	7	8	9	10	11		12
0-8	0.1	0.0	0.1	0.4	28.1	33.5	32.1	68.4	37.2	97.2	5.2	0.0	0.0	1.2
	3.9	0.5	0.5	1.5	54.2	20.1	9.1	5.5	3.2	1.3	0.2	0.0	0.0	
9-11	5.9	25.3	41.1	60.3	36.7	42.1	37.4	14.8	2.9	2.8	94.9	100.0	0.0	16.3
	23.3	27.3	25.8	15.6	5.2	1.9	0.8	0.1	0.0	0.0	0.2	0.0	0.0	
12	76.7	55.9	50.3	31.3	31.2	15.7	30.6	15.4	59.8	0.0	0.0	0.0	0.0	66.6
	74.0	14.8	7.7	2.0	1.1	0.2	0.2	0.0	0.1	0.0	0.0	0.0	0.0	
Over 12	17.4	18.8	8.6	8.1	4.1	8.8	0.0	1.5	0.0	0.0	0.0	0.0	0.0	15.9
	70.5	20.5	5.5	2.1	0.6	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total Personnel	1,052,188	287,925	167,587	68,884	37,582	11,716	5533	1554	1654	263	563	76	0	1,635,524
	64.3	17.6	10.3	4.2	2.3	0.7	0.3	0.1	0.1	0.0	0.0	0.0	0.0	

NOTE: See Survey Form 1, questions 51 and 52.

Table 64

ACCREDITED EDUCATION OBTAINED BY ENLISTED PERSONNEL DURING ARMY CAREER

Education at Entry (Years)	Additional Education Obtained (Years)													
	0	1	2	3	4	5	6	7	8	9	10	11	12	Total
0-8	0.1	0.0	0.0	0.8	38.0	43.2	37.2	84.9	37.7	100.0	5.3	0.0	0.0	1.8
	2.1	0.0	0.0	2.2	52.0	23.2	9.8	6.2	3.2	1.0	0.3	0.0	0.0	
9-11	7.1	34.7	54.7	73.9	43.5	41.9	32.8	15.1	3.6	0.0	94.8	0.0	0.0	23.1
	18.0	30.3	28.0	16.1	4.7	1.8	0.7	0.1	0.0	0.0	0.4	0.0	0.0	
12	75.1	49.7	39.8	20.3	17.8	9.8	30.0	0.0	58.7	0.0	0.0	0.0	0.0	60.6
	72.8	16.5	7.8	1.7	0.7	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	
Over 12	17.7	15.6	5.5	5.0	0.8	5.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.5
	71.7	21.7	4.5	1.7	0.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total Personnel	352,852	121,084	70,945	30,175	15,015	5867	2883	799	938	111	552	0	0	601,221
	58.7	20.1	11.8	5.0	2.5	1.0	0.5	0.1	0.2	0.0	0.1	0.0	0.0	

NOTE: See Survey Form 1, questions 51 and 52.

Table 65

ACCREDITED EDUCATION OBTAINED BY ENLISTED PERSONNEL DURING NAVY CAREER

Education at Entry (Years)	Additional Education Obtained (Years)													
	0	1	2	3	4	5	6	7	8	9	10	11	12	Total
0-8	0.1 12.1	0.0 0.0	0.1 1.0	0.5 1.6	27.5 60.1	28.5 12.2	28.7 5.1	62.0 4.9	51.2 3.1	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.9
9-11	7.1 38.2	23.0 20.4	42.0 22.7	57.9 12.8	31.6 4.4	38.3 1.1	36.3 0.4	6.5 0.0	0.0 0.0	0.0 0.0	0.0 0.0	100.0 0.1	0.0 0.0	13.8
12	75.2 82.0	55.1 9.8	50.4 5.5	31.8 1.4	36.0 1.0	29.8 0.2	34.9 0.1	24.1 0.2	48.9 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	68.5
Over 12	17.6 78.3	21.9 15.9	7.5 3.3	9.8 1.8	5.0 0.6	3.4 0.1	0.0 0.0	7.5 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	16.8
Total Personnel	323,577 74.7	52,817 12.2	32,215 7.4	13,131 3.0	8330 1.9	1634 0.4	675 0.2	302 0.1	230 0.1	0 0.0	0 0.0	76 0.0	0 0.0	432,988

NOTE: See Survey Form 1, questions 51 and 52.

Table 66

ACCREDITED EDUCATION OBTAINED BY ENLISTED PERSONNEL DURING MARINE CORPS CAREER

Education at Entry (Years)	Additional Education Obtained (Years)												Total	
	0	1	2	3	4	5	6	7	8	9	10	11		12
0-8	0.1 3.5	0.0 0.4	0.6 3.4	0.0 0.0	52.5 65.3	44.5 16.5	47.6 6.2	65.5 4.7	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	1.3
9-11	10.5 34.0	43.2 27.5	64.2 23.3	74.2 11.4	33.6 2.5	46.4 1.0	19.8 0.2	19.7 0.1	40.2 0.0	100.0 0.0	100.0 0.0	0.0 0.0	0.0 0.0	22.3
12	77.9 85.1	44.2 9.5	31.5 3.9	20.4 1.1	11.9 0.3	7.3 0.1	32.6 0.1	14.8 0.0	59.8 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	65.8
Over 12	11.5 78.2	12.5 16.8	3.8 2.9	5.4 1.8	2.0 0.3	1.9 0.1	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	10.6
Total Personnel	112,718 71.9	22,255 14.2	12,662 8.1	5383 3.4	2557 1.6	765 0.5	268 0.2	147 0.1	36 0.0	7 0.0	11 0.0	0 0.0	0 0.0	156,810

NOTE: See Survey Form 1, questions 51 and 52.

Table 67

ACCREDITED EDUCATION OBTAINED BY ENLISTED PERSONNEL DURING AIR FORCE CAREER

Education at Entry (Years)	Additional Education Obtained (Years)													Total
	0	1	2	3	4	5	6	7	8	9	10	11	12	
0-8	0.0	0.1	0.0	0.0	10.5	16.8	22.3	32.7	32.2	100.0	0.0	0.0	0.0	0.6
	0.0	3.6	0.0	0.0	45.9	21.7	14.3	3.7	5.4	5.4	0.0	0.0	0.0	
9-11	1.0	9.8	16.3	37.7	32.2	43.3	48.3	19.8	0.0	0.0	0.0	0.0	0.0	7.6
	7.4	26.7	25.0	22.6	11.2	4.4	2.5	0.2	0.0	0.0	0.0	0.0	0.0	
12	80.0	67.4	69.2	50.3	49.2	21.1	29.4	47.5	67.8	0.0	0.0	0.0	0.0	73.3
	64.6	19.0	11.0	3.1	1.8	0.2	0.2	0.0	0.1	0.0	0.0	0.0	0.0	
Over 12	19.1	22.7	14.6	12.0	8.1	18.9	9.0	0.0	0.0	0.0	0.0	0.0	0.0	18.6
	60.8	25.2	0.1	2.9	1.2	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total Personnel	263,045	91,770	51,767	20,195	11,680	3450	1707	305	450	145	0	0	0	444,512
	59.2	20.7	11.7	4.5	2.6	0.8	0.4	0.1	0.1	0.0	0.0	0.0	0.0	

NOTE: See Survey Form 1, questions 51 and 52.

AD-A114 806

RAND CORP SANTA MONICA CA

F/8 15/8

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMY-ETC(U)

MAR 82 Z D DOERING, W P HUTZLER

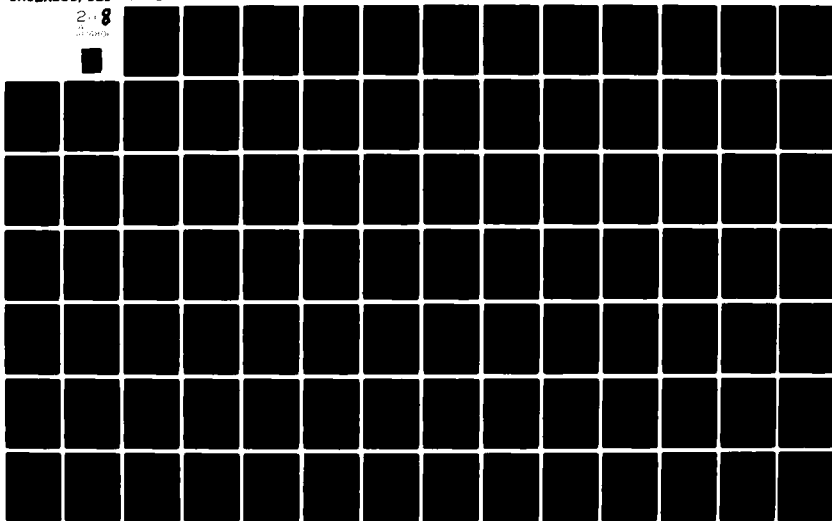
MDA903-80-C-0662

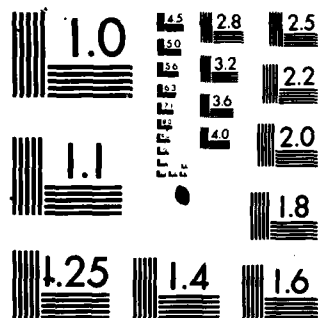
UNCLASSIFIED

RAND-R-2851-MRAL

NL

2-8
10-10-80





MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

Table 68

ACCREDITED EDUCATION OBTAINED BY OFFICERS DURING MILITARY CAREER

Education at Entry (Years)	Additional Education Obtained (Years)													
	0	1	2	3	4	5	6	7	8	9	10	11	12	Total
0-8	0.0	0.0	0.0	0.0	0.1	0.3	0.1	0.0	1.7	26.6	19.6	0.0	100.0	0.1
	0.0	0.0	0.0	0.0	15.1	12.1	3.1	0.0	18.4	16.1	4.4	0.0	30.8	
9-11	0.0	0.3	0.5	2.8	0.6	9.3	4.8	17.6	7.7	73.5	80.4	100.0	0.0	1.4
	0.2	2.8	6.4	11.9	5.9	25.5	16.9	20.1	5.6	3.0	1.2	0.6	0.0	
12	1.5	2.2	4.2	7.5	71.5	65.2	82.9	57.6	90.6	0.0	0.0	0.0	0.0	19.3
	3.2	1.5	3.6	2.2	47.0	12.6	20.5	4.6	4.6	0.0	0.0	0.0	0.0	
Over 12	98.5	97.5	95.3	89.7	27.8	25.2	12.2	24.7	0.0	0.0	0.0	0.0	0.0	79.3
	50.0	16.8	19.9	6.5	4.4	1.2	0.7	0.5	0.0	0.0	0.0	0.0	0.0	
Total Personnel	99,968	33,859	41,233	14,237	31,467	9215	11,826	3844	2444	138	51	20	70	248,370
	40.3	13.6	16.6	5.7	12.7	3.7	4.8	1.6	1.0	0.1	0.0	0.0	0.0	

NOTE: See Survey Form 3, questions 40 and 41.

Table 69

ACCREDITED EDUCATION OBTAINED BY OFFICERS DURING ARMY CAREER

Education at Entry (Years)	Additional Education Obtained (Years)													
	0	1	2	3	4	5	6	7	8	9	10	11	12	Total
0-8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	34.6	0.0	0.0	100.0	0.1
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	51.4	0.0	0.0	48.6	
9-11	0.0	0.0	0.0	0.0	1.0	16.5	5.4	23.0	7.9	65.4	0.0	0.0	0.0	1.4
	0.0	0.0	0.0	0.0	8.8	32.9	19.0	27.0	6.2	6.2	0.0	0.0	0.0	
12	0.2	0.3	1.9	9.7	73.0	57.5	81.2	50.4	92.1	0.0	0.0	0.0	0.0	17.7
	0.5	0.2	1.9	3.0	52.4	9.1	22.5	4.7	5.7	0.0	0.0	0.0	0.0	
Over 12	99.8	99.7	98.1	90.3	26.0	26.0	13.3	26.7	0.0	0.0	0.0	0.0	0.0	80.9
	51.2	15.6	20.9	6.0	4.1	0.9	0.8	0.5	0.0	0.0	0.0	0.0	0.0	
Total Personnel	33,293	10,129	13,850	4,309	10,173	2,245	3,922	1,322	879	106	0	0	35	80,263
	41.5	12.6	17.3	5.4	12.7	2.8	4.9	1.7	1.1	0.1	0.0	0.0	0.0	

NOTE: See Survey Form 3, questions 40 and 41.

Table 70

ACCREDITED EDUCATION OBTAINED BY OFFICERS DURING NAVY CAREER

Education at Entry (Years)	Additional Education Obtained (Years)											
	0	1	2	3	4	5	6	7	8	9	10	11 12 Total
0-8	0.0	0.0	0.0	0.0	0.3	1.2	0.0	0.0	0.0	0.0	0.0	0.0 0.0 0.1
	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0 0.0
9-11	0.0	1.1	2.1	6.4	0.5	14.0	5.6	12.7	12.0	100.0	100.0	100.0 0.0 2.3
	0.0	5.3	10.6	17.7	3.5	25.5	12.3	13.8	5.0	1.6	3.1	1.6 0.0
12	3.9	7.1	10.8	8.7	81.5	63.0	73.1	62.5	88.0	0.0	0.0	0.0 0.0 25.4
	6.6	3.0	4.8	2.1	49.9	10.2	14.1	6.0	3.3	0.0	0.0	0.0 0.0
Over 12	96.2	91.8	87.1	84.9	17.7	21.8	21.3	24.7	0.0	0.0	0.0	0.0 0.0 72.2
	58.0	13.8	13.6	7.3	3.8	1.2	1.5	0.8	0.0	0.0	0.0	0.0 0.0
Total Personnel	25,254	6290	6516	3602	9009	2378	2848	1409	550	20	41	20 0 57,938
	43.6	10.9	11.2	6.2	15.6	4.1	4.9	2.4	1.0	0.0	0.1	0.0 0.0

NOTE: See Survey Form 3, questions 40 and 41.

Table 71
ACCREDITED EDUCATION OBTAINED BY OFFICERS DURING MARINE CORPS CAREER

Education at Entry (Years)	Additional Education Obtained (Years)													
	0	1	2	3	4	5	6	7	8	9	10	11	12	Total
0-8	0.0	0.0	0.0	0.0	0.4	0.0	1.5	0.0	6.3	0.0	100.0	0.0	0.0	0.2
	0.0	0.0	0.0	0.0	23.8	0.0	23.8	0.0	18.3	0.0	34.0	0.0	0.0	
9-11	0.1	1.2	3.8	9.4	2.8	17.4	19.8	27.6	19.2	100.0	0.0	0.0	0.0	3.0
	1.4	4.8	14.8	19.2	10.7	20.6	17.8	5.3	3.2	2.3	0.0	0.0	0.0	
12	4.0	8.2	14.7	15.0	80.2	69.1	62.5	67.7	74.5	0.0	0.0	0.0	0.0	19.9
	10.1	4.9	8.9	4.7	46.5	12.5	8.6	2.0	1.9	0.0	0.0	0.0	0.0	
Over 12	96.0	90.6	81.6	75.6	16.7	13.4	16.2	4.7	0.0	0.0	0.0	0.0	0.0	76.9
	63.3	14.1	12.7	6.1	2.5	0.6	0.6	0.0	0.0	0.0	0.0	0.0	0.0	
Total Personnel	8521	2046	2016	1048	1935	605	459	98	84	12	10	0	0	16,803
	50.7	12.0	12.0	6.2	11.5	3.6	2.7	0.6	0.5	0.1	0.1	0.0	0.0	

NOTE: See Survey Form 3, questions 40 and 41.

Table 72
ACCREDITED EDUCATION OBTAINED BY OFFICERS DURING AIR FORCE CAREER

Education at Entry (Years)	Additional Education Obtained (Years)													
	0	1	2	3	4	5	6	7	8	9	10	11	12	Total
0-8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.9	0.0	0.0	0.0	100.0	0.1
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.9	0.0	0.0	0.0	49.2	
9-11	0.0	0.0	0.0	1.3	0.0	1.2	2.3	16.6	3.9	0.0	0.0	0.0	0.0	0.5
	0.0	0.0	0.0	16.4	0.0	11.5	24.2	39.4	8.5	0.0	0.0	0.0	0.0	
12	0.5	0.6	2.5	3.4	59.6	70.2	92.6	59.3	92.2	0.0	0.0	0.0	0.0	16.7
	1.1	0.6	3.0	1.2	39.6	18.0	27.3	3.9	5.5	0.0	0.0	0.0	0.0	
Over 12	99.5	99.4	97.5	95.3	40.4	28.5	5.2	24.1	0.0	0.0	0.0	0.0	0.0	82.8
	42.4	19.8	23.8	6.5	5.4	1.5	0.3	0.3	0.0	0.0	0.0	0.0	0.0	
Total Personnel	32,945	15,425	18,852	5279	10,351	3987	4597	1015	930	0	0	0	35	93,416
	35.3	16.5	20.2	5.7	11.1	4.3	4.9	1.1	1.0	0.0	0.0	0.0	0.0	

NOTE: See Survey Form 3, questions 40 and 41.

V. THE IMMEDIATE FAMILIES OF MILITARY PERSONNEL

This section focuses on the marital status of military personnel, the number of their dependents, and the geographical distribution of their families. Like age and sex (discussed in Section IV), position in a "family life cycle"¹ influences the responses of military personnel to such occupation-related aspects of military life as rotation policies and work schedules.

Tables 73-77 for enlisted personnel and Tables 78-82 for officers show marital status at the time of the survey, by pay grade. About 60 percent of enlisted personnel were married at the time of the survey; however, marital status differed according to pay grade and Service. Individuals in the lower pay grades were younger and thus less likely to be married. The Service differences result primarily from the differences in Service age and pay grade distributions. Among the Services, the Marine Corps had the largest proportion of never married enlisted personnel, and the Air Force had the smallest. About 78 percent of officers were married; the differences within and between the Services were smaller than those observed for enlisted personnel.

The extent to which an individual's personal life changes in the course of the military service is demonstrated in Tables 83-87 for enlisted personnel and Tables 88-92 for officers, which show the relationship between marital status at Service entry and current marital status. The majority of enlisted personnel, ranging from 83 percent in the Army to over 92 percent in the Marine Corps, were not married when they entered the military. Many enlisted personnel

¹ Sociologists generally define the family life cycle as consisting of six stages, beginning with marriage. The second stage begins with the birth of the first child, the third with the birth of the last child. The permanent departure of a child from home begins the fourth stage. The departure of the last child marks the start of the fifth, or "empty nest," stage, which lasts until the death of one spouse. The family life cycle ends with the death of the remaining spouse.

married after entering the Armed Forces; others underwent marital break-ups. While only 8 percent of enlisted personnel report being divorced, widowed, or separated at the time of the survey, most of this family disruption took place during the time they were in the military. Differences by Service were slight. Officers were more likely to be married at Service entry, primarily because they were older. About 30 percent of Army and Air Force officers and 20 percent of Navy and Marine Corps officers were married at entry. Family disruption patterns were similar to those of enlisted personnel.

The survey collected considerable data about spouses, children, and other dependents. Table 93 for enlisted personnel and Table 94 for officers show the distributions of the number of dependents, excluding the respondents and their spouses. Among enlisted personnel, 48 percent reported no additional dependents and 47 percent reported between one and three. An analysis by age would show that the former had not yet begun to form families, rather than that their children had permanently left home. The majority of large enlisted households were found in the Army. Among officers, 35 percent reported no dependents (excluding their spouse) and 58 percent reported between one and three. Officers, on average, have more dependents; Service differences among officers are less marked than among enlisted personnel.

The survey also asked for information on the relationship of each dependent to the respondent, the dependent's sex and age, and whether or not the dependent resided with the respondent at the time of the survey. Data on the number of dependents, classified in terms of their relationship to the respondent as "children" or "other dependents," are shown in Table 95 for enlisted personnel and Table 96 for officers. As would be expected, children constituted the majority of dependents. Throughout the Armed Forces, for example, only one percent of the enlisted personnel who reported one dependent identified that dependent as other than a child. An analysis of the detailed data (not given here) showed that the majority of dependents other than children were parents or parents-in-law. Tables 97-101 for enlisted personnel and Tables 102-106 for officers array respondents by marital status, dependents, sex, and pay grade. Individuals with dependents

but without spouses may be considered somewhat more likely to encounter problems in meeting family and military needs than are individuals who have both dependents and a spouse, only a spouse, or neither a spouse nor dependents. Some 4 or 5 percent of the enlisted males in each Service have dependents but no spouse; among enlisted females, the percentage ranges from about 4 percent in the Air Force to 10 percent in the Army. Among officers, both males and females, the rates for dependents but no spouse never exceed 4 percent.

When a military member is assigned to a new location, the decision to relocate his or her family is governed by both military policies and individual preferences. A member may decide for or against having his family accompany him to a new location; at the same time, the Service may or may not authorize the member to take his family with him. Table 107 for enlisted personnel and Table 108 for officers show the geographic distribution of military personnel and whether or not they were accompanied by their spouse, and for those who were not accompanied, whether or not spousal accompaniment was authorized. Table 109 for enlisted personnel and Table 110 for officers further classify those who are accompanied by spouse and/or dependents according to whether or not the respondent's command sponsored the spouse and/or dependents. Tables 111-120 display, without consideration of authorization, the geographic distribution of dependents, by number, accompanying enlisted personnel and officers.

Table 73

ENLISTED PERSONNEL CURRENT MARITAL STATUS
BY PAY GRADE

Marital Status	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Married	24.5	43.2	67.9	86.5	57.5
	8.5	20.5	30.3	40.8	
Divorced/Widowed/ Separated	4.5	7.0	9.4	8.7	7.5
	11.8	25.2	31.9	31.2	
Single, Never Married	71.1	49.8	22.6	4.8	34.9
	40.6	39.0	16.6	3.7	
Total Personnel	326,983	448,036	420,397	444,450	1,639,866
	19.9	27.3	25.6	27.1	

NOTE: See Survey Form 2, question 25.

Table 74
 ARMY ENLISTED PERSONNEL CURRENT MARITAL STATUS
 BY PAY GRADE

Marital Status	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Married	22.3	41.7	20.3	86.5	58.9
	5.1	23.5	30.7	40.7	
Divorced/Widowed/ Separated	5.8	5.7	9.6	9.0	7.7
	10.2	24.8	32.4	32.6	
Single, Never Married	71.9	52.5	20.1	4.5	33.5
	28.8	52.0	15.5	3.8	
Total Personnel	81,190	200,593	156,053	168,091	605,927
	13.4	33.1	25.8	27.7	

NOTE: See Survey Form 2, question 25.

Table 75

NAVY ENLISTED PERSONNEL CURRENT MARITAL STATUS
BY PAY GRADE

Marital Status	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Married	16.9	30.3	53.5	83.7	49.6
	7.4	13.0	29.2	50.4	
Divorced/Widowed/ Separated	2.9	7.4	8.9	9.6	7.5
	8.5	21.1	32.0	38.4	
Single, Never Married	80.2	62.3	37.7	6.7	43.0
	40.8	30.9	23.7	4.6	
Total Personnel	94,994	92,734	117,767	130,039	435,534
	21.8	21.3	27.0	29.9	

NOTE: See Survey Form 2, question 25.

Table 76

MARINE CORPS ENLISTED PERSONNEL CURRENT
MARITAL STATUS BY PAY GRADE

Marital Status	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Married	18.6	30.8	58.9	82.9	42.6
	17.6	13.9	25.9	42.6	
Divorced/Widowed/ Separated	2.9	5.9	6.7	10.8	6.1
	19.0	18.7	23.5	38.9	
Single, Never Married	78.5	63.4	33.5	6.4	51.4
	61.4	23.7	12.2	2.7	
Total Personnel	62,439	29,787	29,041	33,991	155,259
	40.2	19.2	18.7	21.9	

NOTE: See Survey Form 2, question 25.

Table 77

AIR FORCE ENLISTED PERSONNEL CURRENT
MARITAL STATUS BY PAY GRADE

Marital Status	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Married	38.7	58.0	81.5	91.0	68.8
	11.2	23.8	31.4	33.5	
Divorced/Widowed/ Separated	6.1	9.0	10.2	6.7	8.1
	14.9	31.1	33.3	20.8	
Single, Never Married	55.2	33.0	8.3	2.4	23.1
	47.6	40.3	9.5	2.6	
Total Personnel	88,397	124,977	117,591	112,428	443,392
	19.9	28.2	26.5	25.4	

NOTE: See Survey Form 2, question 25.

Table 78

OFFICERS' MARITAL STATUS BY PAY GRADE

Marital Status	Pay Grade						Total
	0-1	0-2	0-3	0-4	0-5	0-6	
Married	50.1	61.0	81.0	88.6	91.3	91.7	78.4
	5.9	12.8	36.5	22.8	15.4	6.6	
Divorced/Widowed/ Separated	2.0	3.9	5.9	5.7	4.4	5.4	4.9
	3.7	12.9	42.4	23.0	11.8	6.1	
Single, Never Married	48.0	35.1	13.1	5.8	4.3	2.9	16.7
	26.7	34.4	27.6	7.0	3.4	1.0	
Total Personnel	23,002	40,533	87,310	49,836	32,635	13,890	247,207
	9.3	16.4	35.3	20.2	13.2	5.6	

NOTE: See Survey Form 4, question 26.

Table 79

ARMY OFFICERS' MARITAL STATUS BY PAY GRADE

Marital Status	Pay Grade						Total
	O-1	O-2	O-3	O-4	O-5	O-6	
Married	44.4 5.3	63.3 13.5	81.9 35.3	89.5 23.3	91.4 15.7	91.6 6.9	78.7
Divorced/Widowed/ Separated	1.8 3.9	3.4 13.8	4.5 35.9	5.1 24.7	4.7 15.0	4.8 6.7	4.2
Single, Never Married	53.9 29.3	33.2 32.7	13.6 27.0	5.5 6.5	4.0 3.2	3.6 1.3	17.1
Total Personnel	7360 9.3	13,294 16.8	26,820 33.9	16,201 20.5	10,701 13.5	4690 5.9	79,065

NOTE: See Survey Form 4, question 26.

Table 80

NAVY OFFICERS' MARITAL STATUS BY PAY GRADE

Marital Status	Pay Grade						Total
	O-1	O-2	O-3	O-4	O-5	O-6	
Married	46.8	51.2	80.2	87.9	91.2	89.6	74.4
	9.0	11.1	31.5	24.8	16.0	7.7	
Divorced/Widowed/ Separated	2.6	4.7	3.5	5.1	4.1	5.7	4.1
	8.9	18.4	24.9	26.0	13.0	8.9	
Single, Never Married	50.6	44.1	16.2	7.0	4.7	4.7	21.4
	33.7	33.1	22.1	6.9	2.9	1.4	
Total Personnel	8274	9338	16,949	12,162	7565	3699	57,986
	14.3	16.1	29.2	21.0	13.1	6.4	

NOTE: See Survey Form 4, question 26.

Table 81

MARINE CORPS OFFICERS' MARITAL STATUS BY PAY GRADE

Marital Status	Pay Grade						Total
	O-1	O-2	O-3	O-4	O-5	O-6	
Married	44.6	61.0	78.7	89.3	91.5	94.1	72.4
	9.2	22.8	30.9	22.1	10.7	4.4	
Divorced/Widowed/ Separated	3.2	5.3	8.5	8.1	6.4	4.2	6.5
	7.3	22.0	37.6	22.5	8.4	2.2	
Single, Never Married	52.3	33.8	12.7	2.5	2.0	1.7	21.2
	36.7	43.0	17.1	2.2	0.8	0.3	
Total Personnel	2496	4539	4775	3005	1417	567	16,799
	14.9	27.0	28.4	17.9	8.4	3.4	

NOTE: See Survey Form 4, question 26.

Table 82

AIR FORCE OFFICERS' MARITAL STATUS BY PAY GRADE

Marital Status	Pay Grade						Total
	0-1	0-2	0-3	0-4	0-5	0-6	
Married	66.9 4.3	65.6 11.5	81.0 41.2	88.2 21.4	91.3 15.5	93.2 6.0	81.6
Divorced/Widowed/ Separated	0.5 0.5	3.3 8.2	7.7 55.2	6.1 20.8	4.2 10.0	5.8 5.3	5.8
Single, Never Married	32.5 13.4	31.1 35.1	11.3 37.1	5.7 9.0	4.5 5.0	1.0 0.4	12.7
Total Personnel	4872 5.2	13,365 14.3	38,771 41.5	18,471 19.8	12,955 13.9	4935 5.3	93,369

NOTE: See Survey Form 4, question 26.

Table 83

ENLISTED PERSONNEL MARITAL STATUS AT SERVICE ENTRY
BY CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			
	Married	Divorced/ Widowed/ Separated	Single, Never Married	Total
Married	16.8 84.6	23.1 15.4	--	11.4
Divorced/Widowed/ Separated	1.8 55.7	10.9 43.6	--	2.0
Single, Never Married	81.4 54.0	66.0 5.8	100.0 40.2	86.7
Total Personnel	943,794 57.6	124,422 7.6	571,592 34.9	1,639,807

NOTE: See Survey Form 2, question 24.

Table 84

ARMY ENLISTED PERSONNEL MARITAL STATUS AT SERVICE ENTRY
BY CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			
	Married	Divorced/ Widowed/ Separated	Single, Never Married	Total
Married	20.8 86.7	24.4 13.3	--	14.1
Divorced/Widowed/ Separated	2.4 57.5	13.4 41.9	--	2.5
Single, Never Married	76.8 54.2	62.2 5.8	100.0 40.1	83.4
Total Personnel	356,468 58.9	46,686 7.7	202,547 33.4	605,701

NOTE: See Survey Form 2, question 24.

Table 85

NAVY ENLISTED PERSONNEL MARITAL STATUS AT SERVICE ENTRY
BY CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			Total
	Married	Divorced/ Widowed/ Separated	Single, Never Married	
Married	11.2 82.0	16.5 18.1	--	6.8
Divorced/Widowed/ Separated	1.4 44.9	10.9 54.1	--	1.5
Single, Never Married	87.5 47.4	72.6 5.9	100.0 46.8	91.7
Total Personnel	216,633 49.7	32,354 7.4	187,014 42.9	436,002

NOTE: See Survey Form 2, question 24.

Table 86

MARINE CORPS ENLISTED PERSONNEL MARITAL STATUS AT
SERVICE ENTRY BY CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			Total
	Married	Divorced/ Widowed/ Separated	Single, Never Married	
Married	12.0 80.5	20.5 19.5	--	6.3
Divorced/Widowed/ Separated	1.9 60.3	8.1 37.0	--	1.3
Single, Never Married	86.1 39.6	71.4 4.7	100.0 55.8	92.3
Total Personnel	65,868 42.4	9354 6.0	79,966 51.5	155,188

NOTE: See Survey Form 2, question 24.

Table 87

AIR FORCE ENLISTED PERSONNEL STATUS AT SERVICE ENTRY
BY CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			Total
	Married	Divorced/ Widowed/ Separated	Single, Never Married	
Married	17.0 83.7	28.1 16.3	--	14.4
Divorced/Widowed/ Separated	1.5 60.4	8.3 39.6	--	1.7
Single, Never Married	81.5 66.5	63.6 6.1	100.0 27.3	84.3
Total Personnel	304,965 68.8	36,034 8.1	102,121 23.1	443,119

NOTE: See Survey Form 2, question 24.

Table 88

OFFICERS' MARITAL STATUS AT SERVICE ENTRY BY
CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			
	Married	Divorced/ Widowed/ Separated	Single, Never Married	Total
Married	33.6 94.3	31.9 5.7	--	27.8
Divorced/Widowed/ Separated	0.9 67.5	6.6 32.5	--	1.0
Single, Never Married	65.6 72.1	61.6 4.3	100.0 23.6	71.1
Total Personnel	194,191 78.2	12,438 5.0	41,584 16.8	248,213

NOTE: See Survey Form 4, question 25.

Table 89

ARMY OFFICERS' MARITAL STATUS AT SERVICE ENTRY BY
CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			Total
	Married	Divorced/ Widowed/ Separated	Single, Never Married	
Married	37.3 95.1	33.7 4.9	--	30.7
Divorced/Widowed/ Separated	1.1- 73.2	7.4 26.8	--	1.2
Single, Never Married	61.5 70.9	59.0 3.8	100.0 25.3	68.1
Total Personnel	62,709 78.4	3550 4.4	13,778 17.2	80,037

NOTE: See Survey Form 4, question 25.

Table 90

NAVY OFFICERS' MARITAL STATUS AT SERVICE ENTRY BY
CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			Total
	Married	Divorced/ Widowed/ Separated	Single, Never Married	
Married	22.9 94.4	24.3 5.6	--	18.0
Divorced/Widowed/ Separated	0.8 67.0	7.2 33.0	--	0.9
Single, Never Married	76.3 70.1	68.5 3.5	100.0 26.4	81.1
Total Personnel	43,233 74.5	2397 4.1	12,431 21.4	58,060

NOTE: See Survey Form 4, question 25.

Table 91

MARINE CORPS OFFICERS' MARITAL STATUS AT SERVICE ENTRY
BY CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			
	Married	Divorced/ Widowed/ Separated	Single, Never Married	Total
Married	25.4 92.4	23.6 7.6	--	19.9
Divorced/Widowed/ Separated	0.8 67.6	4.2 32.4	--	0.8
Single, Never Married	73.8 67.4	72.3 5.9	100.0 26.7	79.3
Total Personnel	12,183 72.4	1085 6.5	3559 21.2	16,827

NOTE: See Survey Form 4, question 25.

Table 92

AIR FORCE OFFICERS' MARITAL STATUS AT SERVICE ENTRY
BY CURRENT MARITAL STATUS

Marital Status at Entry	Current Marital Status			Total
	Married	Divorced/ Widowed/ Separated	Single, Never Married	
Married	37.8 93.7	35.7 6.3	--	32.9
Divorced/Widowed/ Separated	0.7 61.6	6.2 38.4	--	0.9
Single, Never Married	61.5 75.8	58.1 5.1	100.0 19.1	66.2
Total Personnel	76,187 81.6	5406 5.8	11,818 12.7	93,411

NOTE: See Survey Form 4, question 25.

Table 93

NUMBER OF DEPENDENTS, EXCLUDING THEMSELVES AND SPOUSES,
OF ENLISTED PERSONNEL

Number of Dependents	Army	Navy	Marine Corps	Air Force	DoD Total
0	44.6 34.2	54.8 30.4	61.7 12.0	41.1 23.4	48.0
1	22.1 41.3	17.2 23.3	17.1 8.1	19.7 27.3	19.7
2	18.9 34.9	17.5 24.1	13.4 6.4	23.8 33.6	19.3
3	9.1 39.7	6.8 21.5	4.7 5.1	10.4 33.7	8.5
4	3.5 41.6	2.5 21.7	1.8 5.4	3.5 31.3	3.1
5	1.1 43.1	0.8 22.6	0.7 6.5	1.0 27.9	0.9
6	0.4 43.0	0.2 13.0	0.3 8.5	0.5 35.6	0.3
7	0.2 70.7	0.0 6.8	0.1 10.2	0.0 12.3	0.1
8	0.0 26.7	0.1 72.3	0.0 1.1	0.0 0.0	0.1
9	0.0 0.0	0.0 0.0	0.0 100.0	0.0 0.0	0.0
Over 9	0.1 56.1	0.0 3.1	0.3 31.0	0.0 9.8	0.1
Total Personnel	586,977 33.8	424,734 26.6	148,336 9.3	436,193 27.3	1,596,241

NOTE: See Survey Form 2, question 33.

Table 94

NUMBER OF DEPENDENTS, EXCLUDING THEMSELVES
AND SPOUSES, OF OFFICERS

Number of Dependents	Army	Navy	Marine Marine	Air Force	DoD Total
0	36.1 33.1	40.0 26.5	41.4 7.9	30.4 32.4	35.2
1	16.7 32.8	15.1 21.4	17.9 7.4	16.8 38.4	16.5
2	26.5 30.8	25.2 21.3	24.2 5.9	31.1 42.0	27.7
3	13.7 33.1	13.0 22.8	10.7 5.4	13.7 38.7	13.4
4	5.1 31.9	4.7 21.5	3.9 5.1	5.7 41.4	5.1
5	1.4 33.4	1.2 20.9	1.3 7.8	1.4 39.0	1.3
6	0.4 24.8	0.5 23.3	0.4 4.6	0.7 47.4	0.5
7	0.1 24.8	0.3 38.8	0.1 3.7	0.1 32.8	0.2
8	0.0 40.9	0.0 21.0	0.0 0.0	0.0 38.1	0.0
9	0.0 0.0	0.0 0.0	0.0 0.0	0.0 100.0	0.0
Over 9	0.1 47.8	0.0 0.0	0.1 9.3	0.0 43.0	0.0
Total Personnel	79,722 32.3	57,677 23.4	16,657 7.8	92,621 37.6	246,677

NOTE: See Survey Form 4, question 35.

Table 95

DISTRIBUTION OF NUMBER OF CHILDREN AND OTHER
DEPENDENTS OF ENLISTED PERSONNEL

Number of						
Children	Other Dependents	Army	Navy	Marine Corps	Air Force	DoD Total
None	None	47.6	56.0	63.9	42.2	49.9
	1	1.1	1.0	0.9	0.4	0.9
	Over 1	0.4	0.6	0.3	0.3	0.4
1	None	21.0	16.2	15.9	19.2	18.7
	At Least 1	0.6	0.4	0.5	0.4	0.5
2	None	17.0	16.6	12.2	22.8	18.0
	At Least 1	0.5	0.3	0.3	0.5	0.4
3	None	7.6	6.2	3.8	9.8	7.5
	At Least 1	0.3	0.2	0.1	0.4	0.3
4	None	2.6	1.9	1.4	2.8	2.4
	At Least 1	0.0	0.1	0.0	0.1	0.1
5	None	0.8	0.7	0.4	0.7	0.7
	At Least 1	0.0	0.0	0.0	0.0	0.0
6	None	0.3	0.1	0.2	0.4	0.3
	At Least 1	0.0	0.0	0.0	0.0	0.0
Total Personnel		549,694	416,144	143,343	424,684	1,533,864

NOTE: See Survey Form 2, question 34.

Table 96

DISTRIBUTION OF NUMBER OF CHILDREN AND OTHER
DEPENDENTS OF OFFICERS

Number of		Army	Navy	Marine Corps	Air Force	DoD Total
Children	Other Dependents					
None	None	36.9	40.6	42.1	30.9	35.9
	1	0.4	0.6	0.3	0.4	0.4
	Over 1	0.1	0.1	0.0	0.1	0.1
1	None	16.5	14.6	17.8	16.5	16.1
	At Least 1	0.4	0.2	0.3	0.2	0.3
2	None	26.1	24.9	23.9	31.0	27.5
	At Least 1	0.4	0.4	0.1	0.3	0.3
3	None	12.8	12.5	10.6	13.1	12.7
	At Least 1	0.4	0.6	0.1	0.2	0.3
4	None	4.6	4.2	3.4	15.3	4.6
	At Least 1	0.2	0.1	0.0	0.0	0.1
5	None	1.0	1.0	1.3	1.4	1.1
	At Least 1	0.0	0.1	0.0	0.0	0.0
6	None	0.3	0.4	0.2	0.6	0.5
	At Least 1	0.0	0.0	0.0	0.0	0.0
Total Personnel		78,105	56,804	16,399	91,145	242,453

NOTE: See Survey Form 4, question 36.

Table 97
DISTRIBUTION OF ENLISTED PERSONNEL BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married						Married, Separated						Total				
	No Dependents			With Dependents			Spouse Only			1 to 3 Other Dependents				Over 3 Other Dependents			
	M	F		M	F		M	F		M	F			M	F		
E-1	1.4	0.3		0.7	0.0		0.6	0.1		0.1	0.0		0.0	0.0		0.6	0.2
	74.9	88.8		5.8	0.0		11.9	11.1		7.3	0.0		0.0	0.0			
E-2	7.6	4.3		5.2	1.6		1.8	3.0		0.6	1.2		0.0	0.0		3.2	3.1
	76.4	59.6		8.3	4.0		7.6	29.5		7.7	7.0		0.0	0.0			
E-3	30.3	35.7		11.6	14.8		16.1	25.6		4.5	18.3		0.8	0.0		14.7	27.6
	67.1	55.7		4.1	4.1		14.9	28.0		13.7	12.2		0.2	0.0			
E-4	38.4	34.4		28.9	32.6		32.1	40.3		16.9	41.0		6.8	39.8		26.1	37.3
	47.9	39.8		5.7	6.7		16.7	32.6		28.6	20.2		1.1	0.7			
E-5	17.6	19.2		24.1	42.0		31.5	27.2		31.4	31.7		18.7	55.9		26.0	25.9
	22.1	32.0		4.8	12.4		16.4	31.7		53.5	22.5		3.2	1.5			
E-6	3.7	5.0		16.9	6.6		11.3	3.6		25.1	7.5		32.0	0.0		16.1	5.1
	7.4	42.0		5.4	9.9		9.5	21.3		69.0	26.8		8.7	0.0			
E-7	0.8	1.0		9.0	1.3		4.6	0.2		15.1	0.5		28.9	3.4		9.3	0.7
	2.9	61.5		4.9	14.4		6.7	9.0		71.8	11.8		13.7	3.3			
E-8	0.2	0.1		2.7	0.3		1.3	0.0		4.3	0.0		8.3	0.9		2.6	0.1
	2.2	48.3		5.2	38.3		6.6	0.0		72.1	3.0		14.0	0.1			
E-9	0.0	0.1		1.0	0.9		0.7	0.0		2.1	0.0		4.4	0.0		1.3	0.1
	0.2	32.0		4.0	68.0		7.6	0.0		73.0	0.0		15.1	0.0			
Total Personnel	482,439	44,835		75,938	7938		200,889	31,364		656,425	19,114		65,187	703		1,480,878	103,954
	32.6	43.1		5.1	7.6		13.6	30.2		44.3	18.4		4.4	0.7			

NOTE: See Survey Form 2, question 33.

^a Row percentages are calculated separately for males and females.

Table 98

DISTRIBUTION OF ARMY ENLISTED PERSONNEL BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married				Married, Separated								Total	
	No Dependents		With Dependents		Spouse Only		1 to 3 Other Dependents		Over 3 Other Dependents					
	M	F	M	F	M	F	M	F	M	F	M	F		
E-1	1.0	0.0	0.0	0.0	0.6	0.0	0.2	0.0	0.0	0.0	0.5	0.0		
	62.0	0.0	0.0	0.0	14.9	0.0	23.1	0.0	0.0	0.0				
E-2	5.4	2.1	6.4	2.4	1.7	4.0	0.7	2.0	0.0	0.0	2.5	2.6		
	63.5	36.1	15.0	9.1	8.9	41.4	12.5	13.4	0.0	0.0				
E-3	21.8	28.9	6.8	6.0	5.7	15.1	3.2	18.0	1.5	0.0	9.1	20.7		
	70.6	62.2	4.3	2.8	8.0	19.9	16.3	15.1	0.8	0.0				
E-4	50.8	37.9	42.0	27.8	38.2	40.5	18.9	28.7	12.1	28.8	31.8	35.9		
	47.0	47.0	7.6	7.7	15.5	30.6	27.9	13.9	1.9	0.8				
E-5	16.3	21.5	19.6	51.9	35.1	33.9	31.4	39.3	15.8	65.6	26.0	31.4		
	18.5	30.5	4.3	16.4	17.3	29.3	56.8	21.7	3.0	2.1				
E-6	3.5	7.6	12.9	10.2	11.3	6.3	25.3	12.0	30.8	0.0	16.6	8.2		
	6.1	41.4	4.5	12.3	8.7	20.8	71.5	25.5	9.3	0.0				
E-7	0.9	1.7	8.7	1.1	5.1	0.2	14.8	0.0	29.7	5.5	9.8	1.0		
	2.6	77.4	5.1	11.2	6.7	5.7	70.5	0.0	15.1	5.7				
E-8	0.4	0.1	2.6	0.0	1.7	0.0	3.6	0.0	8.2	0.0	2.6	0.1		
	4.3	100.0	5.8	0.0	8.6	0.0	65.0	0.0	16.0	0.0				
E-9	0.0	0.1	1.0	0.6	0.6	0.0	2.0	0.0	2.0	0.0	1.2	0.1		
	0.0	0.5	5.1	0.5	6.8	0.0	79.7	0.0	8.4	0.0				
Total Personnel	158,699	19,088	31,187	4242	69,258	11,638	253,213	7443	26,944	426	539,300	42,837		
	29.4	44.6	5.8	9.9	12.8	27.2	47.0	17.4	5.0	1.0				

NOTE: See Survey Form 2, question 33.

^aRow percentages are calculated separately for males and females.

Table 99

DISTRIBUTION OF NAVY ENLISTED PERSONNEL BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married				Married, Separated				Total			
	No Dependents		With Dependents		Spouse Only		1 to 3 Other Dependents		Over 3 Other Dependents		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
E-1	0.7	0.8	0.3	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.4	0.4
	67.1	100.0	4.2	0.0	28.7	0.0	0.0	0.0	0.0	0.0		
E-2	9.0	8.6	4.7	1.9	2.2	6.6	0.8	3.6	0.0	0.0	4.5	7.1
	82.3	68.5	5.1	1.9	5.7	25.1	6.8	4.5	0.0	0.0		
E-3	29.1	30.8	13.4	15.0	12.9	22.4	3.9	13.4	0.0	0.0	15.8	25.8
	76.4	67.6	4.2	4.2	9.9	23.6	9.5	4.6	0.0	0.0		
E-4	30.9	27.1	18.4	32.1	21.7	31.7	11.3	28.3	1.7	0.0	20.7	28.8
	61.9	53.4	4.4	8.0	12.6	30.0	20.8	8.6	0.3	0.0		
E-5	24.5	27.7	27.0	40.8	38.5	35.2	26.7	36.2	13.9	100.0	26.8	31.5
	38.0	49.7	5.0	9.4	17.3	30.4	37.9	10.0	1.8	0.4		
E-6	4.9	4.8	24.8	4.2	16.7	4.1	33.3	16.3	36.9	0.0	19.2	5.6
	10.5	49.0	6.4	5.4	10.5	19.9	66.0	25.6	6.7	0.0		
E-7	0.9	0.2	8.6	1.7	5.5	0.1	16.1	2.2	30.0	0.0	8.6	0.5
	4.3	26.4	4.9	26.4	7.7	4.6	71.0	42.5	12.1	0.0		
E-8	0.1	0.0	2.0	1.7	0.8	0.0	5.3	0.0	10.9	0.0	2.6	0.1
	1.3	0.0	3.7	100.0	3.8	0.0	76.8	0.0	14.4	0.0		
E-9	0.0	0.0	0.8	2.7	0.8	0.0	2.7	0.0	6.7	0.0	1.4	0.2
	0.0	0.0	3.0	100.0	6.7	0.0	73.5	0.0	16.8	0.0		
Total Personnel	166,978	10,857	19,877	1,385	48,531	5,223	153,390	1,681	14,015	26	402,790	19,172
	41.5	56.6	4.9	7.2	12.0	27.2	38.1	8.8	3.5	0.1		

NOTE: See Survey Form 2, question 33.

^aRow percentages are calculated separately for males and females.

Table 100
DISTRIBUTION OF MARINE CORPS ENLISTED PERSONNEL BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married						Married, Separated						Total				
	No Dependents			With Dependents			Spouse Only			1 to 3 Other Dependents					Over 3 Other Dependents		
	M	F		M	F		M	F		M	F		M	F		M	F
E-1	5.7	2.7		6.3	0.0		1.2	1.4		0.1	0.0		0.0	0.0		2.8	1.9
	89.0	77.2		11.0	0.0		5.6	22.8		1.4	0.0		0.0	0.0			
E-2	18.7	21.4		13.8	0.0		7.1	11.3		1.8	3.3		0.0	0.0		10.5	15.4
	79.8	76.1		6.5	0.0		8.8	21.9		4.9	2.0		0.0	0.0			
E-3	35.0	31.8		21.4	52.5		23.2	34.6		10.1	15.7		3.3	0.0		22.7	32.3
	68.7	54.1		4.7	9.3		13.3	32.1		13.0	4.6		0.4	0.0			
E-4	24.3	17.3		16.8	6.8		24.3	23.4		10.4	33.8		2.6	0.0		17.9	20.1
	60.3	47.4		4.7	1.9		17.7	34.9		17.0	15.8		0.4	0.0			
E-5	12.7	19.6		18.7	31.1		25.6	20.0		27.9	29.3		9.4	0.0		18.3	21.3
	31.0	50.7		5.1	8.4		18.2	28.1		44.5	12.9		1.4	0.0			
E-6	3.0	3.8		11.8	3.9		12.3	8.5		24.4	15.0		26.5	0.0		5.9	6.2
	11.7	33.2		5.2	3.4		14.1	40.8		63.1	22.5		5.9	0.0			
E-7	0.4	3.1		6.7	3.0		4.3	0.9		16.9	2.4		32.5	0.0		6.9	2.4
	2.9	71.7		4.8	7.1		8.1	11.1		72.2	10.1		12.1	0.0			
E-8	0.2	0.1		2.8	0.0		1.0	0.0		6.0	0.5		16.8	100.0		2.5	0.2
	2.8	0.2		5.5	0.0		5.1	0.0		69.6	0.2		17.0	0.6			
E-9	0.1	0.3		1.7	2.7		1.0	0.0		2.6	0.0		8.8	0.0		1.2	0.3
	2.5	0.5		6.9	0.5		10.4	0.0		61.9	0.0		18.2	0.0			
Total Personnel	67,265	2306		7482	240		19,631	1258		44,227	393		3835	6		150,847	4203
	44.6	54.9		5.0	5.7		13.0	29.9		29.3	9.4		2.5	0.1			

NOTE: See Survey Form 2, question 33.

^aRow percentages are calculated separately for males and females.

Table 101

DISTRIBUTION OF AIR FORCE ENLISTED PERSONNEL BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married				Married, Separated								Total	
	No Dependents		With Dependents		Spouse Only		1 to 3 Other Dependents		Over 3 Other Dependents					
	M	F	M	F	M	F	M	F	M	F	M	F		
E-1	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
E-2	0.5	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2
	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
E-3	43.9	50.8	14.0	28.2	27.8	35.3	5.5	19.5	0.0	0.0	0.0	0.0	17.8	35.8
	55.7	47.3	3.4	4.3	25.0	34.5	15.9	13.9	0.0	0.0	0.0	0.0		
E-4	41.2	38.5	22.5	45.7	35.9	45.1	19.9	53.0	4.0	64.1	4.0	64.1	26.6	45.1
	35.0	28.5	3.7	5.6	21.6	35.1	38.8	29.9	0.8	9.2	0.8	9.2		
E-5	10.9	8.4	31.2	23.6	24.1	18.9	35.6	25.0	27.8	35.9	27.8	35.9	27.5	17.3
	8.9	16.2	5.0	7.5	14.0	38.3	67.0	36.7	5.2	1.3	5.2	1.3		
E-6	2.3	1.3	17.2	1.3	6.9	0.6	19.0	2.0	31.3	0.0	31.3	0.0	13.8	1.2
	3.7	35.4	5.5	5.6	8.0	16.7	71.2	42.3	11.7	0.0	11.7	0.0		
E-7	0.9	0.2	10.8	1.3	3.5	0.2	14.4	0.4	26.5	0.0	26.5	0.0	10.1	0.3
	2.0	22.4	4.7	22.4	5.6	22.4	74.2	32.8	13.6	0.0	13.6	0.0		
E-8	0.0	0.0	3.5	0.0	1.2	0.0	4.0	0.0	5.2	0.0	5.2	0.0	2.7	0.0
	0.0	0.0	5.7	0.0	7.1	0.0	77.2	0.0	10.0	0.0	10.0	0.0		
E-9	0.0	0.0	0.9	0.0	0.7	0.0	1.8	0.0	5.2	0.0	5.2	0.0	1.3	0.0
	0.0	0.0	2.9	0.0	8.6	0.0	68.6	0.0	20.0	0.0	20.0	0.0		
Total Personnel	89,498	12,583	17,393	2071	63,469	13,245	205,596	9597	20,393	245	396,450	37,741		
	22.6	33.3	4.4	5.5	16.0	35.1	51.9	25.4	5.1	0.6				

NOTE: See Survey Form 2, question 33.

^aRow percentages are calculated separately for males and females.

Table 102

DISTRIBUTION OF OFFICERS BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married				Married, Separated							
	No Dependents		With Dependents		Spouse Only		1 to 3 Other Dependents		Over 3 Other Dependents		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
0-1	28.3	16.1	0.6	7.4	14.0	12.5	4.0	6.8	0.9	14.4	9.0	13.6
	46.9	64.1	0.2	2.2	26.3	27.1	25.9	5.8	0.7	0.6		
0-2	35.1	25.0	7.7	20.2	28.8	22.5	9.1	16.1	2.9	14.4	15.8	22.9
	33.0	58.9	1.1	3.6	30.8	29.1	33.7	8.1	1.4	0.3		
0-3	27.5	35.4	39.1	34.0	41.3	54.1	36.7	52.7	17.8	15.6	34.8	42.8
	11.7	44.8	2.6	3.3	20.1	37.7	61.8	14.1	3.8	0.2		
0-4	6.2	13.0	27.3	23.3	10.1	8.1	26.3	23.0	28.2	55.6	20.7	13.3
	4.4	52.7	3.0	7.2	8.3	18.1	74.2	19.7	10.2	2.3		
0-5	2.1	8.8	16.2	9.0	3.8	2.7	17.2	1.4	32.6	0.0	13.8	6.1
	2.2	78.3	2.7	6.1	4.6	12.9	72.9	2.7	17.6	0.0		
0-6	0.9	1.8	9.0	6.1	2.1	0.1	6.7	0.0	17.7	0.0	5.9	1.3
	2.1	76.7	3.5	19.9	5.8	3.4	66.3	0.0	22.3	0.0		
Total Personnel	33,834	8915	5195	673	38,600	4885	133,514	1886	17,064	89	228,207	16,448
	14.8	54.2	2.3	4.1	16.9	29.7	58.5	11.5	7.5	0.5		

NOTE: See Survey Form 4, question 35.

^aRow percentages are calculated separately for males and females.

Table 103

DISTRIBUTION OF ARMY OFFICERS BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married				Married, Separated				Total			
	No Dependents		With Dependents		Spouse Only		1 to 3 Other Dependents		Over 3 Other Dependents		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
0-1	31.8	15.2	0.0	6.3	11.0	13.9	3.7	11.6	0.9	0.0	9.0	13.9
	54.5	54.2	0.0	2.1	20.9	33.3	23.9	10.5	0.8	0.0		
0-2	32.7	20.5	4.2	18.8	29.0	27.0	9.9	14.0	1.8	0.0	16.0	21.7
	31.4	46.7	0.4	4.0	31.0	41.3	36.4	8.0	0.8	0.0		
0-3	25.1	40.9	33.7	31.3	43.6	49.6	34.3	48.8	18.2	0.0	33.2	44.2
	11.6	45.7	1.6	3.3	22.4	37.3	60.4	13.7	4.0	0.0		
0-4	6.4	12.9	32.5	31.3	10.2	7.0	27.0	25.6	28.6	100.0	21.2	13.6
	4.7	46.8	2.4	10.7	8.2	17.0	74.7	23.4	10.0	2.1		
0-5	2.8	8.8	20.8	0.0	3.6	2.6	17.9	0.0	33.3	0.0	14.3	5.2
	3.0	83.3	2.3	0.0	4.3	16.7	73.2	0.0	17.2	0.0		
0-6	1.2	1.8	8.9	12.5	2.5	0.0	7.3	0.0	17.3	0.0	6.3	1.5
	3.0	0.6	2.3	0.4	6.8	0.0	67.7	0.0	20.3	0.0		
Total Personnel	11,138	2891	1158	270	12,363	1944	42,500	727	5373	17	72,534	5849
	15.4	49.4	1.6	4.6	17.0	33.2	58.6	12.4	7.4	0.3		

NOTE: See Survey Form 4, question 35.

^a Now percentages are calculated separately for males and females.

Table 104

DISTRIBUTION OF NAVY OFFICERS BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married				Married, Separated								Total	
	No Dependents		With Dependents		Spouse Only		1 to 3 Other Dependents		Over 3 Other Dependents					
	N	F	M	F	N	F	M	F	M	F	M	F		
0-1	36.5	20.7	3.3	6.3	22.1	13.1	5.5	2.1	1.8	0.0	14.0	16.8		
	49.3	79.0	0.4	1.1	27.8	18.9	21.6	1.1	0.9	0.0				
0-2	35.2	27.0	-.9	18.8	23.8	15.3	7.7	18.8	6.1	0.0	15.7	23.1		
	42.5	74.8	1.2	2.3	26.8	16.0	26.8	6.9	2.8	0.0				
0-3	20.0	30.9	22.4	18.8	37.2	53.3	30.9	54.2	14.1	66.7	28.6	38.1		
	13.2	51.8	1.5	1.4	22.9	33.8	58.9	12.0	3.5	0.9				
0-4	5.7	12.1	25.8	18.8	10.5	12.4	30.0	20.8	24.6	33.3	21.5	13.2		
	5.0	58.6	2.2	4.0	8.6	22.6	76.1	13.4	8.0	1.3				
0-5	1.6	7.2	21.1	31.3	3.9	5.1	18.0	4.2	32.8	0.0	13.5	7.1		
	2.2	64.9	2.9	12.5	5.1	17.6	72.7	5.0	17.1	0.0				
0-6	1.1	2.2	17.6	6.3	2.4	0.7	7.9	0.0	20.6	0.0	6.7	1.8		
	3.0	0.8	4.9	0.1	6.4	0.1	64.0	0.0	21.7	0.0				
Total Personnel	10,133	2526	1005	111	9428	953	29,221	334	3774	21	53,562	3945		
	18.9	64.0	1.9	2.8	17.6	24.2	54.6	8.5	7.0	0.5				

NOTE: See Survey Form 4, question 35.

^aRow percentages are calculated separately for males and females.

Table 105
DISTRIBUTION OF MARINE CORPS OFFICERS BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married				Married, Separated				Total			
	No Dependents		With Dependents		Spouse Only		1 to 3 Other Dependents		Over 3 Other Dependents		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
O-1	37.3	23.9	0.0	0.0	22.1	14.1	5.2	28.0	0.0	0.0	14.5	21.5
	52.7	76.9	0.0	0.0	28.6	15.6	18.7	7.5	0.0	0.0		
O-2	41.2	43.0	21.8	0.0	41.9	49.4	17.7	28.0	1.2	0.0	26.2	42.9
	32.1	69.4	2.4	0.0	30.0	26.9	35.2	3.7	0.3	0.0		
O-3	17.5	25.9	37.8	100.0	26.3	23.9	33.7	19.0	24.4	0.0	28.6	25.9
	12.5	69.5	3.9	4.5	17.2	21.5	61.5	4.5	4.9	0.0		
O-4	3.4	3.2	24.0	0.0	6.2	9.5	27.3	25.1	29.6	0.0	18.5	5.8
	3.8	37.5	3.8	0.0	6.2	37.5	77.0	25.0	9.2	0.0		
O-5	0.3	4.0	14.4	0.0	2.3	3.0	11.6	0.0	30.5	0.0	8.7	3.5
	0.7	79.2	4.8	0.0	4.8	20.8	70.0	0.0	20.1	0.0		
O-6	0.3	0.0	2.1	0.0	1.3	0.0	4.5	0.0	14.2	0.0	3.5	0.0
	1.7	0.0	1.7	0.0	6.9	0.0	66.4	0.0	23.3	0.0		
Total Personnel	3253	475	468	8	2980	161	8295	41	912	0	15,908	685
	20.4	69.3	2.9	1.2	18.7	23.5	52.1	6.0	5.7	0.0		

NOTE: See Survey Form 4, question 35.

^a Row percentages are calculated separately for males and females.

Table 106

DISTRIBUTION OF AIR FORCE OFFICERS BY MARITAL STATUS, DEPENDENTS, SEX, AND PAY GRADE^a

Pay Grade	Divorced, Widowed, Never Married				Married, Separated							
	No Dependents		With Dependents		Spouse Only		1 to 3 Other Dependents		Over 3 Other Dependents		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
0-1	12.2	11.9	0.0	9.1	9.3	10.6	3.2	3.3	0.5	25.0	4.8	10.4
	27.3	58.3	0.0	4.2	30.9	31.2	40.9	4.2	0.9	2.1		
0-2	35.8	24.7	5.9	22.7	29.0	19.0	7.9	16.4	2.2	25.0	13.8	21.8
	28.1	57.4	1.3	4.9	33.9	26.7	35.5	9.9	1.3	1.0		
0-3	42.1	35.3	48.4	40.9	45.3	62.0	42.4	57.4	18.7	0.0	41.1	46.3
	11.1	38.6	3.5	4.2	17.7	40.9	64.0	16.3	3.7	0.0		
0-4	7.2	15.3	26.2	18.2	10.6	7.0	23.6	21.3	29.7	50.0	20.3	14.0
	3.8	55.4	3.8	6.1	8.4	15.4	72.0	20.0	11.9	3.1		
0-5	2.3	11.1	12.5	9.1	4.1	1.4	17.0	1.6	32.1	0.0	14.5	6.7
	1.7	83.7	2.6	6.5	4.6	6.5	73.1	3.3	18.1	0.0		
0-6	0.4	1.7	7.0	0.0	1.6	0.0	6.0	0.0	16.8	0.0	5.6	0.9
	0.7	100.0	3.7	0.0	4.4	0.0	66.7	0.0	24.4	0.0		
Total Personnel	9310	3023	2564	283	13,830	1827	53,500	785	7005	51	86,209	5969
	10.8	50.6	3.0	4.7	16.0	30.6	62.1	13.2	8.1	0.9		

NOTE: See Survey Form 4, question 35.

^aRow percentages are calculated separately for males and females.

Table 107

GEOGRAPHIC DISTRIBUTION OF ENLISTED PERSONNEL ACCOMPANIED BY SPOUSE AT ASSIGNMENT LOCATION^a

Assignment Location	Army			Navy			Marine Corps			Air Force			DoD Total		
	Not Accompanied		Accompanied	Not Accompanied		Accompanied	Not Accompanied		Accompanied	Not Accompanied		Accompanied	Not Accompanied		Accompanied
	Not Au- thorized	Other Reason		Not Au- thorized	Other Reason		Not Au- thorized	Other Reason		Not Au- thorized	Other Reason		Not Au- thorized	Other Reason	
Northeast U.S.	0.0	3.1	3.6	3.0	6.4	8.6	0.0	3.3	3.7	0.0	7.2	5.0	0.5	4.6	5.2
	0.0	31.9	24.9	100.0	34.1	37.6	0.0	6.5	4.5	0.0	27.5	32.9			
South Central U.S.	19.6	44.2	48.0	41.5	45.6	39.8	16.5	38.5	47.2	5.9	34.2	36.2	21.2	42.2	42.0
	49.1	50.4	41.2	34.1	26.8	21.6	13.4	8.4	7.3	3.4	14.3	29.9			
North Central U.S.	1.6	7.2	4.1	0.7	1.7	3.6	0.0	1.1	3.3	0.0	7.7	12.5	1.0	5.3	6.9
	88.3	64.6	21.7	11.7	7.9	18.8	0.0	1.9	3.1	0.0	25.6	63.3			
West U.S.	3.0	9.1	15.6	33.4	39.1	36.8	9.4	37.7	40.6	19.9	21.2	27.1	11.4	21.4	26.0
	13.8	20.5	21.6	50.7	45.6	32.2	14.1	16.3	10.1	21.4	17.6	36.1			
West and South Europe (except Germany)	0.0	0.3	1.3	0.8	1.4	3.7	0.0	0.0	0.6	15.5	13.3	7.2	2.0	2.9	3.9
	0.0	5.7	12.5	6.4	12.3	21.7	0.0	0.0	1.0	93.6	82.0	64.8			
Germany	13.4	32.1	23.6	0.0	0.2	0.1	0.0	0.0	0.0	0.0	7.1	5.7	7.1	16.8	10.5
	100.0	92.1	81.0	0.0	0.3	0.2	0.0	0.0	0.0	0.0	7.5	18.8			
East Asia and Pacific	58.6	3.0	1.8	18.4	4.4	5.2	72.9	18.8	3.9	53.3	8.5	5.6	53.4	5.8	4.0
	58.2	24.9	15.9	6.0	18.8	29.6	23.4	30.3	6.3	12.3	26.1	48.1			
Africa, Near East, South Asia	0.9	0.0	0.0	0.0	0.0	0.0	0.6	0.0	0.1	0.0	0.0	0.0	0.6	0.0	0.0
	81.1	0.0	42.7	0.0	0.0	31.9	18.9	0.0	25.4	0.0	0.0	0.0			
Western Hemisphere	0.0	1.0	1.6	0.5	0.6	1.3	0.3	0.1	0.5	0.0	0.3	0.7	0.1	0.7	1.2
	0.0	69.1	50.3	67.7	20.9	25.6	32.3	1.9	2.7	0.0	8.1	21.4			
Eastern Europe	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
Other Overseas	3.0	0.0	0.2	1.8	0.7	0.9	0.2	0.5	0.1	5.3	0.5	0.1	2.6	0.3	0.3
	60.9	0.0	18.5	12.2	56.8	68.5	1.5	14.9	2.4	25.4	28.3	10.6			
Total Personnel	12,215	62,625	300,007	4,009	32,340	189,907	3950	12,042	54,213	23,37	23,049	289,167	23,011	130,056	833,294
	53.1	48.2	36.0	17.4	26.9	22.8	17.2	9.3	6.5	12.3	17.7	34.7			

NOTE: See Survey Form 2, question 35.

^aRow percentages are calculated separately for each column category.

Table 108
GEOGRAPHIC DISTRIBUTION OF OFFICERS ACCOMPANIED BY SPOUSE AT ASSIGNMENT LOCATION^a

Assignment Location	Army			Navy			Marine Corps			Air Force			DoD Total		
	Not Accompanied			Not Accompanied			Not Accompanied			Not Accompanied			Not Accompanied		
	Not Au- thorized	Other Reason	Accom- panied	Not Au- thorized	Other Reason	Accom- panied	Not Au- thorized	Other Reason	Accom- panied	Not Au- thorized	Other Reason	Accom- panied	Not Au- thorized	Other Reason	Accom- panied
Northeast U.S.	1.6 77.3	4.6 16.6	6.3 35.8	0.0 0.0	13.5 49.7	8.4 32.6	0.9 22.7	2.3 2.4	2.8 3.0	0.0 0.0	7.4 31.3	4.1 28.6	0.8 0.8	7.9 7.9	5.7 5.7
South Central U.S.	6.3 30.0	31.6 25.8	49.2 34.9	26.2 39.6	35.7 29.6	48.4 23.7	7.4 18.9	54.4 12.5	55.8 7.4	3.9 11.5	33.7 32.1	38.7 34.0	8.5 8.5	35.4 35.4	45.2 45.2
North Central U.S.	0.0 0.0	15.4 41.2	7.2 22.4	0.0 0.0	1.5 4.2	2.4 5.2	0.9 100.0	2.4 1.8	1.7 1.0	0.0 0.0	16.9 52.9	18.5 71.4	0.2 0.2	10.8 10.8	10.3 10.3
West U.S.	7.6 23.9	7.3 9.9	12.8 17.7	39.6 39.4	37.8 52.3	31.5 29.9	2.8 4.7	46.7 10.0	33.2 8.6	16.7 32.1	17.5 27.6	25.6 43.8	12.9 12.9	21.3 21.3	23.2 23.2
West and South Europe (except Germany)	6.1 100.0	3.0 18.6	1.1 11.1	0.0 0.0	3.4 21.0	3.3 22.7	0.0 0.0	0.8 1.3	0.9 1.6	0.0 0.0	8.4 59.0	5.2 64.6	2.4 2.4	4.8 4.8	3.2 3.2
Germany	1.6 100.0	24.0 80.9	21.2 78.6	0.0 0.0	0.8 2.7	0.4 1.0	0.0 0.0	0.0 0.0	0.2 0.1	0.0 0.0	4.2 16.4	4.4 20.3	0.6 0.6	8.6 8.6	8.7 8.7
East Asia and Pacific	70.5 43.2	14.1 40.8	0.9 10.9	0.0 0.0	2.6 7.7	4.0 31.9	88.0 29.2	13.4 11.1	4.9 10.7	73.6 27.7	11.9 40.4	3.2 46.5	66.0 66.0	9.9 9.9	2.8 2.8
Africa, Near East, South Africa	3.2 42.5	0.0 0.0	0.1 60.7	13.4 57.5	0.0 0.0	0.1 39.3	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	3.0 3.0	0.0 0.0	0.0 0.0
Western Hemisphere	0.0 0.0	0.0 0.0	0.9 54.7	0.0 0.0	4.4 100.0	0.9 36.9	0.0 0.0	0.0 0.0	0.1 1.6	0.0 0.0	0.0 0.0	0.1 6.8	0.0 0.0	1.3 1.3	0.5 0.5
Eastern Europe	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0
Other Overseas	3.2 23.8	0.0 0.0	0.3 29.2	20.8 49.7	0.3 100.0	0.7 39.2	0.0 0.0	0.0 0.0	0.5 8.0	5.8 26.6	0.0 0.0	0.2 23.6	5.4 5.4	0.1 0.1	0.4 0.4
Total Personnel	1075 40.4	2251 28.9	59,917 32.1	342 12.9	2291 29.4	41,194 22.1	582 21.9	637 8.2	11,217 6.0	659 24.8	2623 33.6	74,073 39.7	2658 7802	186,401 186,401	

NOTE: See Survey Form 4, question 37.

^aRow percentages are calculated separately for each column category.

Table 109

COMMAND SPONSORSHIP OF SPOUSE AND/OR DEPENDENTS OF
ENLISTED PERSONNEL ACCOMPANIED BY SPOUSE

Location	Army	Navy	Marine Corps	Air Force	DoD Total
U.S.	61.9 31.6	78.1 19.4	93.9 7.5	75.4 41.5	72.0
West and South Europe (except Germany)	2.2 14.3	7.3 22.7	0.3 0.3	9.1 62.7	5.7
Germany	31.6 79.1	0.2 0.2	0.0 0.0	7.7 20.7	14.7
East Asia and Pacific	1.4 9.4	10.4 35.4	4.5 4.9	6.7 50.3	5.3
Africa, Near East, South Asia	0.1 50.5	0.1 37.6	0.1 11.9	0.0 0.0	0.0
Western Hemisphere	2.5 52.9	2.0 20.5	0.9 3.1	1.0 23.5	1.7
Eastern Europe	0.2 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Other Overseas	0.3 18.6	1.9 68.4	0.2 2.4	0.1 10.6	0.5
Total Personnel	177,888 36.8	86,383 17.9	27,786 5.7	191,803 39.6	483,859

NOTE: See Survey Form 2, question 36.

Table 110

COMMAND SPONSORSHIP OF SPOUSE AND/OR DEPENDENTS OF
OFFICERS ACCOMPANIED BY SPOUSE

Location	Army	Navy	Marine Corps	Air Force	DoD Total
U.S.	72.1 31.1	84.8 17.6	94.7 6.1	85.6 45.2	81.2
West and South Europe (except Germany)	1.1 10.3	5.6 24.8	1.3 1.8	5.6 63.1	3.8
Germany	24.2 79.1	0.7 1.0	0.2 0.1	4.9 19.7	10.7
East Asia and Pacific	1.1 11.9	6.7 36.0	2.9 4.7	3.5 47.5	3.2
Africa, Near East, South Asia	0.1 60.7	0.1 39.3	0.0 0.0	0.0 0.0	0.0
Western Hemisphere	1.1 58.0	1.2 32.9	0.2 1.7	0.1 7.4	0.6
Eastern Europe	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	0.4 31.2	0.9 35.0	0.7 8.5	0.3 25.3	0.5
Total Personnel	50,766 35.0	24,469 16.9	7531 5.2	62,209 42.9	144,975

NOTE: See Survey Form 4, question 38.

Table 111
GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING ENLISTED PERSONNEL

Assignment Location	Number of Dependents at Assignment Location						
	0	1	2	3	4	5	6
Northeast U.S.	4.4	5.2	4.6	5.8	7.4	2.3	0.0
	60.0	18.8	11.9	6.6	2.5	0.2	0.0
South Central U.S.	39.2	43.8	42.1	42.5	39.8	45.1	47.3
	61.4	18.2	12.7	5.6	1.5	0.5	0.2
North Central U.S.	5.4	7.0	7.1	6.9	6.3	13.6	14.5
	57.1	19.5	14.3	6.1	1.6	1.0	0.3
West U.S.	26.8	25.2	28.1	26.4	26.8	18.4	23.8
	63.9	16.0	12.9	5.3	1.6	0.3	0.1
West and South Europe (except Germany)	3.3	3.4	3.9	2.9	4.2	4.9	9.6
	61.4	17.1	14.1	4.5	1.9	0.6	0.4
Germany	12.2	9.6	9.6	10.8	10.4	6.3	0.0
	68.6	14.3	10.4	5.1	1.4	0.2	0.0
East Asia and Pacific	7.1	4.7	3.2	3.3	3.8	8.0	0.0
	65.8	13.1	6.5	2.9	1.0	0.6	0.0
Africa, Near East, South Asia	0.0	0.0	0.0	0.0	0.0	0.0	4.8
	63.4	14.3	0.0	5.0	0.0	0.0	17.4
Western Hemisphere	1.0	0.8	1.1	1.1	0.7	1.4	0.0
	63.8	14.5	14.1	5.9	1.0	0.6	0.0
Eastern Europe	0.1	0.0	0.1	0.2	0.0	0.0	0.0
	69.0	0.0	10.5	20.5	0.0	0.0	0.0
Other Overseas	0.4	0.4	0.3	0.1	0.6	0.0	0.0
	66.1	19.6	9.3	2.2	2.8	0.0	0.0
Total Personnel	1,045,766	278,247	201,094	87,732	25,759	7249	22.0
	63.5	16.9	12.0	5.3	1.6	0.4	0.1
							1,648,057

NOTE: See Survey Form 2, question 34.

Table 112

GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING ARMY ENLISTED PERSONNEL

Assignment Location	Number of Dependents at Assignment Location						
	0	1	2	3	4	5	6
							Total
Northeast U.S.	2.4	3.8	2.6	6.8	5.1	0.0	2.9
	50.8	23.6	10.1	12.6	3.0	0.0	
South Central U.S.	42.4	52.1	49.3	45.0	47.3	48.4	45.2
	56.1	20.6	12.5	5.4	1.8	0.4	
North Central U.S.	4.2	4.3	4.7	5.0	4.8	11.8	4.4
	60.7	17.7	12.4	6.2	1.9	1.1	
West U.S.	13.9	15.1	16.4	16.4	16.7	18.0	14.6
	60.0	18.5	12.9	6.1	2.0	0.5	
West and South Europe (except Germany)	1.2	1.3	1.2	1.2	0.6	0.0	1.3
	60.9	19.2	11.0	5.2	0.9	0.0	
Germany	29.2	20.6	23.1	22.0	23.0	14.8	26.3
	69.7	14.0	10.0	4.5	1.5	0.2	
East Asia and Pacific	5.0	1.5	1.1	0.9	0.6	2.6	3.6
	87.0	7.5	3.6	1.4	0.3	0.3	
Africa, Near East, South Asia	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	50.4	0.0	0.0	0.0	0.0	0.0	
Western Hemisphere	1.4	1.1	1.4	2.1	0.6	4.4	1.4
	63.8	14.3	11.7	8.2	0.7	1.2	
Eastern Europe	0.2	0.0	0.2	0.6	0.0	0.0	0.2
	69.0	0.0	0.5	20.5	0.0	0.0	
Other Overseas	0.2	0.1	0.0	0.0	1.3	0.0	0.2
	77.6	7.0	0.0	0.0	15.4	0.0	
Total Personnel	383,232	108,787	69,572	32,830	10,564	2368	608,529
	63.0	17.9	11.4	5.4	1.7	0.4	

NOTE: See Survey Form 2, question 34.

Table 113
GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING NAVY ENLISTED PERSONNEL

Assignment Location	Number of Dependents at Assignment Location						
	0	1	2	3	4	5	6
Northeast U.S.	6.3	8.1	8.5	6.6	16.9	3.3	0.0
	61.9	17.0	13.4	4.4	3.2	0.2	0.0
South Central U.S.	39.6	38.9	38.4	48.1	34.3	54.4	59.0
	67.9	14.2	10.5	5.6	1.1	0.5	0.1
North Central U.S.	2.6	3.5	3.8	4.4	1.9	9.5	15.6
	60.1	16.9	13.8	6.7	0.8	1.2	0.4
West U.S.	38.9	37.0	38.7	35.7	39.3	29.7	25.5
	69.1	14.0	11.0	4.3	1.3	0.3	0.1
West and South Europe (except Germany)	3.9	2.8	4.0	2.0	2.4	3.3	0.0
	73.2	11.2	11.9	2.6	0.9	0.3	0.0
Germany	0.1	0.2	0.2	0.0	0.0	0.0	0.0
	62.6	18.2	19.2	0.0	0.0	0.0	0.0
East Asia and Pacific	6.8	6.7	4.2	2.2	5.2	0.0	0.0
	74.2	15.7	7.4	1.7	1.1	0.0	0.0
Africa, Near East, South Asia	0.0	0.1	0.0	0.0	0.0	0.0	0.0
	0.0	100.0	0.0	0.0	0.0	0.0	0.0
Western Hemisphere	1.2	1.2	1.5	0.4	0.0	0.0	0.0
	69.1	15.4	13.8	1.7	0.0	0.0	0.0
Eastern Europe	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Overseas	0.7	1.5	0.8	0.6	0.0	0.0	0.0
	59.6	26.5	10.7	3.3	0.0	0.0	0.0
Total Personnel	298,925	63,668	47,719	20,262	5727	1607	336
	68.2	14.5	10.9	4.6	1.3	0.4	0.1
							438,244

NOTE: See Survey Form 2, question 34.

Table 114

GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING MARINE CORPS ENLISTED PERSONNEL

Assignment Location	Number of Dependents at Assignment Location						
	0	1	2	3	4	5	6
Northeast U.S.	1.9	5.5	2.9	2.6	4.6	21.4	0.0
	57.8	26.1	8.8	2.8	1.8	2.8	0.0
South Central U.S.	40.7	45.1	42.3	54.1	40.6	58.9	61.8
	74.0	13.1	7.7	3.6	1.0	0.5	0.2
North Central U.S.	2.2	3.6	5.0	3.3	4.6	0.0	4.4
	63.4	16.7	14.7	3.4	1.7	0.0	0.2
West U.S.	38.6	39.8	44.8	34.6	43.0	19.8	33.8
	75.1	12.3	8.8	2.4	1.1	0.2	0.1
West and South Europe (except Germany)	0.7	0.0	0.5	0.0	1.3	0.0	0.0
	91.5	0.0	6.3	0.0	2.2	0.0	0.0
Germany	0.1	0.0	0.0	0.0	0.0	0.0	0.0
	100.0	0.0	0.0	0.0	0.0	0.0	0.0
East Asia and Pacific	14.8	5.8	3.4	4.1	4.3	0.0	0.0
	91.0	5.7	2.1	0.9	0.3	0.0	0.0
Africa, Near East, South Asia	0.2	0.0	0.0	0.7	0.0	0.0	0.0
	87.8	2.5	0.0	9.7	0.0	0.0	0.0
Western Hemisphere	0.2	0.3	1.1	0.4	0.0	0.0	0.0
	51.2	12.5	32.3	4.1	0.0	0.0	0.0
Eastern Europe	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Overseas	0.6	0.0	0.0	0.2	1.6	0.0	0.0
	95.6	0.0	0.0	1.1	3.3	0.0	0.0
Total Personnel	119,133	19,003	11,988	4,289	15,255	5,171	18,181
	76.1	12.1	7.7	2.7	1.0	0.3	0.1
							156,636

NOTE: See Survey Form 2, question 34.

Table 115

GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING AIR FORCE ENLISTED PERSONNEL

Assignment Location	Number of Dependents at Assignment Location						
	0	1	2	3	4	5	6
Northeast U.S.	6.7 64.7	4.7 16.3	4.2 12.0	4.7 5.7	4.2 1.3	0.0 0.0	0.0 0.0
South Central U.S.	33.1 52.6	33.7 20.7	37.6 17.6	34.3 6.8	33.5 1.7	34.4 0.6	0.0 0.0
North Central U.S.	12.3 54.2	13.5 21.2	11.8 15.3	11.3 6.2	11.9 1.7	20.2 1.0	50.5 0.5
West U.S.	26.6 54.0	25.8 18.6	29.5 17.6	30.0 7.6	28.0 1.9	11.8 0.3	49.5 0.2
West and South Europe (except Germany)	7.1 54.7	7.3 20.0	7.1 16.2	5.6 5.4	10.9 2.7	11.0 1.0	0.0 0.0
Germany	6.5 61.8	4.7 15.9	4.4 12.3	7.3 8.7	3.1 1.0	3.8 0.4	0.0 0.0
East Asia and Pacific	7.2 59.2	6.8 19.8	4.5 10.9	6.3 6.5	7.1 1.9	18.9 1.8	0.0 0.0
Africa, Near East, South Asia	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0
Western Hemisphere	0.5 54.3	0.4 13.9	0.6 20.4	0.5 6.8	1.3 4.7	0.0 0.0	0.0 0.0
Eastern Europe	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0
Other Overseas	0.1 50.0	0.1 21.0	0.2 29.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0
Total Personnel	244,475 55.0	86,789 19.5	71,815 16.2	30,352 6.8	7943 1.8	2757 0.6	517 0.1
							444,648

NOTE: See Survey Form 2, question 34.

Table 116
GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING OFFICERS

Assignment Location	Number of Dependents at Assignment Location							
	0	1	2	3	4	5	6	Total
Northeast U.S.	5.5 46.3	5.2 17.4	5.8 21.1	7.1 11.4	6.3 3.2	3.6 0.4	2.5 0.2	5.7
South Central U.S.	43.8 46.8	45.6 19.5	44.3 20.6	44.7 9.1	44.6 2.9	49.5 0.7	57.3 0.5	44.4
North Central U.S.	8.4 41.9	9.4 18.7	11.0 23.8	10.6 10.1	13.7 4.2	13.3 0.9	11.6 0.4	9.5
West U.S.	23.6 47.7	23.2 18.8	23.3 20.4	23.7 9.2	23.2 2.9	24.9 0.7	28.7 0.4	23.5
West and South Europe (except Germany)	2.9 44.2	3.7 22.4	3.6 23.9	2.4 7.0	2.7 2.5	0.3 0.1	0.0 0.0	3.1
Germany	8.5 47.6	9.3 20.8	8.2 19.8	8.7 9.3	6.5 2.2	4.3 0.3	0.0 0.0	8.5
East Asia and Pacific	6.2 68.7	2.8 12.6	3.0 14.3	1.7 3.5	1.3 0.9	0.0 0.0	0.0 0.0	4.3
Africa, Near East, South Asia	0.1 60.9	0.0 0.0	0.1 39.1	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Western Hemisphere	0.6 48.3	0.4 14.8	0.5 20.1	0.4 6.0	1.2 6.2	4.2 4.7	0.0 0.0	0.6
Eastern Europe	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	0.4 51.8	0.4 20.0	0.1 5.7	0.9 19.2	0.5 3.4	0.0 0.0	0.0 0.0	0.4
Total Personnel	118,115 47.5	47,262 19.0	51,282 20.6	22,621 9.1	7248 2.9	1540 0.6	873 0.4	248,940

NOTE: See Survey Form 4, question 36.

Table 117

GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING ARMY OFFICERS

Assignment Location	Number of Dependents at Assignment Location						
	0	1	2	3	4	5	6
Total							
Northeast U.S.	4.2	5.2	7.6	9.7	3.0	0.0	0.0
	36.1	18.3	28.1	16.0	1.5	0.0	0.0
South Central U.S.	48.1	50.4	47.1	45.8	48.1	48.4	79.6
	47.2	20.3	19.9	8.7	2.9	0.7	0.3
North Central U.S.	5.8	7.1	6.7	8.8	10.5	19.6	0.0
	40.8	20.5	20.4	12.0	4.5	1.9	0.0
West U.S.	13.1	12.1	14.4	10.8	13.3	13.1	20.4
	47.7	18.1	22.6	7.6	2.9	0.7	0.3
West and South Europe (except Germany)	1.6	0.8	1.0	0.5	4.5	0.0	0.0
	58.6	11.6	16.2	3.4	10.2	0.0	0.0
Germany	21.2	22.8	19.9	20.8	16.3	6.5	0.0
	48.0	21.2	19.4	9.1	2.2	0.2	0.0
East Asia and Pacific	5.0	0.2	2.0	2.3	0.0	0.0	0.0
	78.1	1.4	13.5	7.0	0.0	0.0	0.0
Africa, Near East, South Asia	0.1	0.0	0.2	0.0	0.0	0.0	0.0
	50.0	0.0	50.0	0.0	0.0	0.0	0.0
Western Hemisphere	0.7	0.7	0.8	0.9	3.0	12.4	0.0
	35.9	16.3	19.2	9.4	9.9	9.4	0.0
Eastern Europe	0.0	0.0	0.2	0.0	0.0	0.0	0.0
	0.0	0.0	100.0	0.0	0.0	0.0	0.0
Other Overseas	0.2	0.7	0.0	0.5	1.5	0.0	0.0
	28.6	42.9	0.0	14.3	14.3	0.0	0.0
Total Personnel	38,038	15,623	16,392	7342	2298	524	168
	47.3	19.4	20.4	9.1	2.9	0.7	0.2
80,385							

NOTE: See Survey Form 4, question 36.

Table 118
GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING NAVY OFFICERS

Assignment Location	Number of Dependents at Assignment Location						
	0	1	2	3	4	5	6
Northeast U.S.	9.4	8.0	7.3	11.7	13.8	5.3	7.2
	52.6	15.3	15.5	11.5	4.3	0.3	0.4
South Central U.S.	45.2	47.7	50.1	44.8	41.0	65.1	46.4
	49.2	17.9	20.6	8.5	2.5	0.8	0.5
North Central U.S.	2.0	2.3	2.8	1.9	3.7	0.0	0.0
	44.8	18.3	24.5	7.8	4.7	0.0	0.0
West U.S.	33.6	32.4	29.5	34.7	34.9	29.7	46.4
	51.9	17.2	17.2	9.4	3.0	0.5	0.7
West and South Europe (except Germany)	2.5	3.9	3.6	2.6	3.5	0.0	0.0
	42.9	22.8	23.1	7.9	3.3	0.0	0.0
Germany	0.4	0.2	0.6	0.0	0.0	0.0	0.0
	58.4	10.1	31.5	0.0	0.0	0.0	0.0
East Asia and Pacific	4.7	4.2	4.5	2.1	2.0	0.0	0.0
	56.4	17.2	20.6	4.5	1.4	0.0	0.0
Africa, Near East, South Asia	0.2	0.0	0.2	0.0	0.0	0.0	0.0
	71.0	0.0	29.0	0.0	0.0	0.0	0.0
Western Hemisphere	1.1	0.9	1.0	0.3	1.1	0.0	0.0
	56.8	16.0	20.8	3.2	3.2	0.0	0.0
Eastern Europe	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Overseas	1.1	0.5	0.4	1.8	0.0	0.0	0.0
	64.4	9.1	7.8	18.7	0.0	0.0	0.0
Total Personnel	29,462	10,115	11,117	5155	1636	337	298
	50.7	17.4	19.1	8.9	2.8	0.6	0.5

NOTE: See Survey Form 4, question 36.

58,120

Table 119

GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING MARINE CORPS OFFICERS

Assignment Location	Number of Dependents at Assignment Location						
	0	1	2	3	4	5	6
Total							
Northeast U.S.	2.5	2.7	2.5	2.1	3.1	4.8	0.0
	54.5	20.5	15.7	5.8	2.3	1.2	0.0
South Central U.S.	51.0	54.1	56.3	59.0	58.4	49.6	71.4
	52.9	19.5	16.8	7.9	2.0	0.6	0.3
North Central U.S.	1.5	1.8	1.6	2.9	0.0	0.0	0.0
	50.1	21.3	15.7	12.9	0.0	0.0	0.0
West U.S.	30.7	31.9	33.1	33.7	31.2	41.1	28.6
	53.6	19.4	16.6	7.6	1.8	0.8	0.2
West and South Europe (except Germany)	0.1	0.8	2.1	0.4	0.0	4.5	0.0
	11.9	25.4	53.5	4.8	0.0	4.5	0.0
Germany	0.1	0.2	0.3	0.0	0.0	0.0	0.0
	27.8	27.8	44.5	0.0	0.0	0.0	0.0
East Asia and Pacific	13.7	7.8	3.4	1.9	7.3	0.0	0.0
	76.7	15.1	5.5	1.4	1.4	0.0	0.0
Africa, Near East, South Asia	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Western Hemisphere	0.1	0.2	0.0	0.0	0.0	0.0	0.0
	70.3	29.7	0.0	0.0	0.0	0.0	0.0
Eastern Europe	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Overseas	0.3	0.6	0.7	0.0	0.0	0.0	0.0
	44.0	27.9	28.2	0.0	0.0	0.0	0.0
Total Personnel	9292	3229	2675	1206	307	106	36
	55.1	19.2	15.9	7.2	1.8	0.6	0.2
16,851							

NOTE: See Survey Form 4, question 36.

Table 120
GEOGRAPHIC DISTRIBUTION OF DEPENDENTS ACCOMPANYING AIR FORCE OFFICERS

Assignment Location	Number of Dependents at Assignment Location							
	0	1	2	3	4	5	6	Total
Northeast U.S.	4.7 48.6	4.1 18.6	4.1 21.3	3.1 6.8	5.1 3.8	5.6 0.8	0.0 0.9	4.3
South Central U.S.	37.1 42.9	38.7 19.8	37.6 22.2	41.7 10.4	42.6 3.6	41.3 0.7	54.6 0.6	38.2
North Central U.S.	16.9 41.9	16.5 18.1	19.8 25.0	18.0 9.6	23.1 4.2	17.7 0.6	27.2 0.6	17.9
West U.S.	24.4 42.8	26.1 20.2	25.6 22.9	26.6 10.0	23.5 3.0	29.9 0.7	18.2 0.3	25.2
West and South Europe (except Germany)	5.1 43.4	5.6 24.4	5.9 25.1	4.1 7.4	1.2 0.7	0.0 0.0	0.0 0.0	5.3
Germany	4.5 45.3	4.4 19.9	4.0 20.7	5.0 10.9	3.3 2.5	5.6 0.8	0.0 0.0	4.3
East Asia and Pacific	6.7 67.3	3.5 15.4	2.9 14.7	0.8 1.7	1.3 0.9	0.0 0.0	0.0 0.0	4.4
Africa, Near East, South Asia	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Western Hemisphere	0.2 76.0	0.0 0.0	0.2 24.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Eastern Europe	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Other Overseas	0.3 50.5	0.2 17.5	0.0 0.0	0.7 32.0	0.0 0.0	0.0 0.0	0.0 0.0	0.2
Total Personnel	41,322 44.2	18,295 19.6	21,098 22.5	8917 9.5	3007 3.2	572 0.6	372 0.4	93,584

NOTE: See Survey Form 4, question 36.

VI. FAMILY MILITARY EXPERIENCE

The men and women in the Armed Forces are influenced by the military experiences of family members who have served or are serving in the military, as well as by their own military experiences. The tabulations in this section display the findings from a series of questions about the family military experience of both officers and enlisted personnel. Respondents were asked to report how many members of their immediate family--defined as father (or male guardian), mother (or female guardian), children, brothers, and sisters (or step-siblings)--had ever served on active duty in the military.¹ For each family member who had served, the respondent recorded the relationship, the Service in which he or she had served, and the years of service completed.

Table 121 for enlisted personnel and Table 122 for officers show the number of immediate family members who have served in the military, displayed by the age of the respondent. For the Armed Forces as a whole, about 25 percent of enlisted personnel and officers indicated that no immediate family member had served in the military. About 40 percent of enlisted personnel and 45 percent of officers reported one family member and 20 percent of both enlisted personnel and officers reported two members. The remainder reported three or more. Younger enlisted personnel and officers were more likely to have had an immediate family member in the military, undoubtedly because of the high draft levels of the World War II and Korean war periods. Service differences, after controlling for age, were minor (data are not shown).

Tables 123-127 for enlisted personnel and Tables 128-132 for officers show the relationship to the respondent of family members who had served. The data have been aggregated to show specific patterns, e.g., father only or father and brother. The percentages are based on that portion of the military population having at least one immediate family member in the military.

¹Because membership in the reserves was not captured, the data in this section represent a lower bound of the military experience of family members.

Table 123, for all enlisted personnel, shows that in cases where at least one immediate family member was reported, 73 percent indicated the father (or male guardian) as that person. Among all officers, Table 128, the comparable figure was 77 percent. If at least two immediate family members were reported by either officers or enlisted personnel, in about half the cases the two family members were the father (or male guardian) and a brother. Both enlisted personnel and officers also reported children in the military. Among enlisted personnel, none of the combinations with children occurred more frequently than 0.3 percent of the time; however, a total of 1.1 percent reported a child in the military. Among officers, 0.8 percent reported only a child, 0.4 a father and child, and 2.2 percent a child in combination with other immediate family members.

Further analyses of these data might examine in detail the relationship between the Service of the respondent and the Service of the immediate family member who had served, as well as the number of years served. Table 133 shows the military service of fathers (or male guardians) of enlisted personnel by sex of the surveyed members; Table 134 reports these data for officers. About half of the fathers of both enlisted personnel and officers served in the Army. The extensiveness of Army service is accounted for by such factors as military conscription policies in the past several decades. Nevertheless, the data suggest a tendency for respondents to serve in a Service in which immediate family members have had experience.

Table 121
 NUMBER OF IMMEDIATE FAMILY MEMBERS OF ENLISTED PERSONNEL WHO
 HAVE SERVED IN THE MILITARY

Number of Family Members	Age of Enlisted Personnel (Years)							
	Under 22	22-26	27-31	32-36	37-41	42-46	Over 46	Total
0	23.1 27.9	20.2 29.9	20.7 15.4	27.7 13.2	32.0 9.5	32.0 3.4	25.2 0.6	23.0
1	43.7 30.4	43.2 36.9	38.2 16.4	34.9 9.5	28.8 4.9	25.7 1.6	18.2 0.2	40.0
2	20.0 25.7	22.3 35.0	24.4 19.2	21.4 10.8	20.2 6.4	19.9 2.3	26.9 0.7	21.7
3	8.0 25.2	8.6 33.2	9.3 18.0	9.0 11.2	10.5 8.1	12.8 3.6	11.7 0.7	8.9
4	3.7 27.9	3.3 30.6	4.0 18.5	3.9 11.5	4.6 8.5	3.2 2.1	6.2 0.9	3.7
Over 4	1.5 15.6	2.4 31.2	3.3 21.8	3.1 13.0	3.8 10.0	6.4 6.1	11.7 2.4	2.6
Total Personnel	449,624 27.9	550,818 34.2	276,449 17.2	176,541 11.0	109,987 6.8	39,882 2.5	8530 0.5	1,611,831

NOTE: See Survey Form 2, question 38.

Table 122

NUMBER OF IMMEDIATE FAMILY MEMBERS OF OFFICERS WHO HAVE
SERVED IN THE MILITARY

Number of Family Members	Age of Officers (Years)							
	Under 22	22-26	27-31	32-36	37-41	42-46	Over 46	Total
0	34.2 0.7	15.1 12.8	14.6 15.2	24.5 20.5	44.1 30.1	41.0 14.6	30.2 6.1	25.1
1	28.3 0.3	55.3 25.9	52.8 30.4	46.8 21.6	23.2 12.5	30.2 5.9	31.2 3.4	45.5
2	24.8 0.6	21.3 22.4	23.8 30.8	19.5 20.2	14.7 12.5	17.6 7.8	23.2 5.8	20.2
3	8.5 0.7	5.8 20.8	6.0 26.7	6.0 21.3	5.0 14.6	6.1 9.2	7.8 6.7	5.9
4	2.4 0.6	2.0 19.9	1.7 21.3	1.8 17.9	1.9 15.8	3.2 13.8	4.5 10.8	2.1
Over 4	1.9 0.8	0.6 10.1	1.1 22.5	1.5 25.0	1.1 15.0	1.9 13.7	3.1 12.8	1.2
Total Personnel	1276 0.5	52,614 21.3	64,635 26.1	51,822 21.0	42,369 17.1	22,119 8.9	12,467 5.0	247,302

NOTE: See Survey Form 4, question 40.

Table 123

ENLISTED PERSONNEL'S IMMEDIATE FAMILY MEMBERS
WHO HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	40.8	40.8
F, B	18.5	59.3
B	12.0	71.3
F, B, B	6.3	77.6
B, B	5.2	82.8
F, B, B, B	3.1	85.9
B, B, B	2.2	88.1
B, B, B, B	1.4	89.5
F, S	1.3	90.8
F, M	0.9	91.7
F, B, S	0.8	92.5
F, M, B	0.6	93.1
F, B, B, S	0.5	93.6
B, S	0.5	94.1
S	0.4	94.5 ^c
Total Personnel	1,240,992	

NOTE: See Survey Form 2, question 39.

^aF = father, M = mother, B = brother, S = sister.

^bPercentage is based on those respondents who reported family members in the military.

^cResidual percentage (5.5 percent) results from several other lower frequency combinations, including those with children.

Table 124

ARMY ENLISTED PERSONNEL'S IMMEDIATE FAMILY MEMBERS
WHO HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	37.9	37.9
F, B	18.6	56.5
B	14.8	71.3
F, B, B	7.4	78.7
B, B	6.1	84.8
F, B, B, B	3.6	88.4
B, B, B	2.8	91.2
B, B, B, B	1.5	92.7
F, S	1.1	93.8
F, M	1.0	94.8
F, B, B, S	0.9	95.7
F, B, S	0.9	96.6 ^c
Total Personnel	449,225	

NOTE: See Survey Form 2, question 39.

^aF = father, M = mother, B = brother, S = sister.

^bPercentage is based on those respondents who reported family members in the military.

^cResidual percentage (3.4 percent) results from several other lower frequency combinations, including those with children.

Table 125

NAVY ENLISTED PERSONNEL'S IMMEDIATE FAMILY MEMBERS
WHO HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	44.4	44.4
F, B	19.6	64.0
B	10.0	74.0
F, B, B	6.4	80.4
B, B	4.0	84.4
F, B, B, B	2.9	87.3
B, B, B	1.8	89.1
F, S	1.3	90.4
B, B, B, B	1.2	91.6
F, M, B	0.9	92.5
F, M	0.8	93.3
F, B, S	0.7	94.0 ^c
Total Personnel	344,237	

NOTE: See Survey Form 2, question 39.

^aF = father, M = mother, B = brother, S = sister.

^bPercentage is based on those respondents who reported family members in the military.

^cResidual percentage (6.0 percent) results from several other lower frequency combinations, including those with children.

Table 126

MARINE CORPS ENLISTED PERSONNEL'S IMMEDIATE FAMILY
MEMBERS WHO HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	43.5	43.5
F, B	19.6	63.1
B	11.9	75.0
F, B, B	6.8	81.8
B, B	4.6	86.4
F, B, B, B	3.5	89.9
F, M	1.5	91.4
F, S	1.3	92.7
B, B, B, B	1.3	94.0
B, B, B	1.2	95.2
F, B, S	0.9	96.1 ^c
Total Personnel	115,272	

NOTE: See Survey Form 2, question 39.

^aF = father, M = mother, B = brother, S = sister.

^bPercentage is based on those respondents who reported family members in the military.

^cResidual percentage (3.9 percent) results from several other lower frequency combinations, including those with children.

Table 127

AIR FORCE ENLISTED PERSONNEL'S IMMEDIATE FAMILY
MEMBERS WHO HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	43.8	43.8
F, B	18.5	62.3
B	11.5	73.8
B, B	6.0	79.8
F, B, B	5.3	85.1
F, B, B, B	2.8	87.9
B, B, B	2.2	90.1
B, B, B, B	1.8	91.9
F, S	1.4	93.3
F, B, S	0.9	94.2
F, M	0.8	95.0
F, M, B	0.7	95.7
B, S	0.6	96.3 ^c
Total Personnel	342,184	

NOTE: See Survey Form 2, question 39.

^aF = father, M = mother, B = brother, S = sister.

^bPercentage is based on those respondents who reported family members in the military.

^cResidual percentage (3.7 percent) results from several other lower frequency combinations, including those with children.

Table 128

OFFICERS' IMMEDIATE FAMILY MEMBERS WHO HAVE
SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	47.7	47.7
F, B	18.1	65.8
B	12.7	78.5
F, B, B	4.4	82.9
B, B	4.2	87.1
F, M	2.0	89.1
F, B, B, B	1.9	91.0
B, B, B	1.4	92.4
F, S	1.1	93.5
C	0.8	94.3
B, B, B, B	0.7	95.0
F, M, B	0.6	95.6
F, B, S	0.5	96.1
F, C	0.4	96.5
S	0.4	96.9 ^c
Total Personnel	187,131	

NOTE: See Survey Form 4, question 41.

^aF = father, M = mother, B = brother, S = sister,
C = child.

^bPercentage is based on those respondents who
reported family members in the military.

^cResidual percentage (3.1 percent) results from
several other lower frequency combinations.

Table 129

ARMY OFFICERS' IMMEDIATE FAMILY MEMBERS WHO
HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	48.1	48.1
F, B	19.6	67.7
B	11.9	79.6
F, B, B	4.7	84.3
B, B	4.3	88.6
F, M	1.9	90.5
F, B, B, B	1.9	92.4 ^c
Total Personnel	60,102	

NOTE: See Survey Form 4, question 41.

^aF = father, M = mother, B = brother, S = sister.

^bPercentage is based on those respondents who reported family members in the military.

^cResidual percentage (7.6 percent) results from several other lower frequency combinations, including those with children.

Table 130

NAVY OFFICERS' IMMEDIATE FAMILY MEMBERS WHO
HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	52.4	52.4
F, B	17.5	69.9
B	9.9	79.8
F, B, B	4.7	84.5
B, B	3.3	87.8
F, M	2.6	90.4
F, B, B, B	1.8	92.2
B, B, B	1.1	93.3
C	0.9	94.2
F, S	0.8	95.0
F, M, B	0.7	95.7 ^c
Total Personnel	44,582	

NOTE: See Survey Form 4, question 41.

^aF = father, M = mother, B = brother, S = sister,
C = child.

^bPercentage is based on those respondents who
reported family members in the military.

^cResidual percentage (4.3 percent) results from
several other lower frequency combinations.

Table 131

MARINE CORPS OFFICERS' IMMEDIATE FAMILY MEMBERS
WHO HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	45.8	45.8
F, B	17. ^a	63.7
B	10.3	74.0
F, B, B	3.9	77.9
B, B	3.4	81.3
F, M	2.0	83.3
F, B, B, B	1.7	85.0
F, B, S	1.1	86.1
B, B, B	1.0	87.1
F, M, B	0.7	87.8
B, B, B, B	0.7	88.5 ^c
Total Personnel	13,981	

NOTE: See Survey Form 4, question 41.

^aF = father, M = mother, B = brother, S = sister.

^bPercentage is based on those respondents who reported family members in the military.

^cResidual percentage (11.5 percent) results from several other lower frequency combinations, including those with children.

Table 132

AIR FORCE OFFICERS' IMMEDIATE FAMILY MEMBERS WHO
HAVE SERVED IN THE MILITARY

Family Members Who Have Served ^a	Percent of Respondents Reporting ^b	Cumulative Percent
F	45.1	45.1
F, B	17.3	62.4
B	15.8	78.2
B, B	4.8	83.0
F, B, B	4.0	87.0
F, B, B, B	2.0	89.0
B, B, B	2.0	91.0
F, M	1.8	92.8
F, S	1.3	94.1
C	1.2	95.3
B, B, B, B	0.8	96.1 ^c
Total Personnel	67,607	

NOTE: See Survey Form 4, question 41.

^aF = father, M = mother, B = brother, S = sister,
C = child.

^bPercentage is based on those respondents who
reported family members in the military.

^cResidual percentage (3.9 percent) results from
several other lower frequency combinations.

Table 133

MILITARY SERVICE OF FATHERS OF ENLISTED PERSONNEL^a

Service of Father	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Army	67.3	58.7	43.3	41.6	49.3	43.0	50.9	48.8	54.1	50.8
	42.2	43.7	23.4	17.2	9.1	3.4	25.4	35.8		
Navy	15.7	22.0	38.2	38.6	21.4	23.3	23.0	20.0	24.8	24.8
	21.4	33.5	45.0	32.7	8.6	3.7	25.0	30.0		
Marine Corps	4.5	4.6	5.5	6.9	14.4	18.8	5.3	3.4	6.0	5.2
	25.6	33.6	26.6	27.8	23.9	14.3	23.9	24.2		
Air Force	10.4	11.7	11.0	10.0	12.0	13.3	18.3	24.1	12.9	16.1
	27.3	27.6	25.0	13.1	9.3	3.3	38.4	56.0		
Multiple Service	2.2	3.0	2.1	2.8	2.9	1.6	2.4	3.7	2.3	3.1
	32.7	35.5	26.6	18.4	12.7	2.0	28.0	44.0		
Total Personnel	291,572	25,213	250,897	13,991	85,595	2658	231,364	24,840	859,428	66,702
	33.9	37.8	29.2	21.0	10.0	4.0	26.9	37.2		

NOTE: See Survey Form 2, question 39.

^a Row percentages are calculated separately for males and females.

Table 134

MILITARY SERVICE OF FATHERS OF OFFICERS^a

Service of Father	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Army	65.1 41.1	54.8 38.8	40.6 19.7	43.8 23.2	43.4 6.3	34.3 2.9	50.0 32.9	51.7 35.1	52.1	50.0
Navy	20.2 24.2	27.2 34.3	44.5 41.2	41.7 39.3	26.9 7.4	25.5 3.8	21.6 27.1	18.7 22.6	27.3	28.1
Marine Corps	2.9 20.9	2.3 26.5	4.1 22.4	3.3 28.0	16.2 26.4	6.9 9.3	4.1 30.3	3.3 36.1	4.6	3.1
Air Force	9.4 22.3	12.0 26.9	8.9 16.3	9.4 15.7	12.1 6.6	28.0 7.5	22.2 54.8	23.3 49.9	13.8	15.8
Multiple Service	2.4 37.9	3.6 42.9	1.9 22.8	1.8 15.9	1.5 5.4	5.3 7.5	2.1 33.9	3.0 33.8	2.1	3.0
Total Personnel	43,825 32.9	3659 35.4	33,742 25.3	2734 26.5	10,053 7.5	435 4.2	45,609 34.2	3506 33.9	133,229	10,334

NOTE: See Survey Form 4, question 41.

^aRow percentages are calculated separately for males and females.

VII. THE ROTATION EXPERIENCE OF MILITARY PERSONNEL
AND THEIR HOUSEHOLDS

The men and women of the Armed Forces of the United States are rotated periodically both within the United States and between the United States and foreign posts. The policy of rotation serves the twofold objective of providing service personnel with a broad range of experience and of maintaining military readiness. Much of the need for rotation stems from changing force sizes, the replacement of personnel lost to the Services through retirement and other types of attrition, and factors resulting in a temporary decrease in personnel productivity.

Rotation directly affects the households of the more than half the members of the Armed Forces who are married and/or have dependents. The data in this section contribute to the discussion of current and future rotation policies. As background, Tables 135 and 136 show the number of permanent changes of station made by enlisted personnel and officers during the course of their military service.¹ Subsequent tables (Table 137 for enlisted personnel and Table 138 for officers) show the number of times the service member's spouse or dependents moved to a new location. The only significant difference among Service distributions for enlisted personnel involved Marine Corps respondents, 27 percent of whom were not yet rotated; comparable percentages for the other three Services ranged between 18 and 20. The difference may be attributable to the fact that the Marine Corps enlisted respondents, as a group, had less service experience than the enlisted respondents in the other Services (see Section III, Table 9). The officer respondents reported a rotation frequency similar to that of enlisted personnel, except at the extremes of the distribution, where they reported nine or more changes of station

¹"Permanent" in this context implies a transfer for a regular tour of duty as opposed to a temporary reassignment.

three times more often than enlisted personnel. At the other end of the scale, a smaller percentage of the officers reported having experienced no reassignment.

The families of officers tend to relocate relatively more often than the families of enlisted personnel. As expected, the data show that dependents of military personnel relocate less frequently than the military member of the family. Thus, military assignments frequently involve the separation of family members for varying amounts of time. Overall, 18 percent of enlisted personnel had been separated from their families for half or more of the year preceding the survey. Those with shorter periods of service were more likely to have experienced longer separation (data not shown). Navy and Marine Corps personnel (both officers and enlisted) tended to spend more time separated from their families than did members of the Army and Air Force (see Tables 139-143 for enlisted personnel and Tables 144-148 for officers, in which separation time is tabulated according to the characteristic structure of the military family). Tables 149-153 for enlisted personnel and Tables 154-158 for officers show the distribution of years personnel reported spending overseas. The next set of tables (159-168) shows the average percent of time that enlisted personnel and officers spent overseas, by expected total years of service. In addition, the average time (in percentages) that Navy personnel spent on sea duty is shown in Tables 169 and 170.

Military personnel were asked to assess the severity of the problems--such as moving and setting up a new household and adjusting to a new environment both at work and in the community--that they may have encountered in moving to their present permanent post. For most of the enlisted personnel and officers sampled, that move took place during the three years immediately preceding the survey. Tables 16-25 (see Section III, above), showing time at present location, indicate that 29 percent of the surveyed enlisted personnel have been at their present location less than one year, 36 percent between one and two years, and 21 percent between two and three years. Among officers, 33 percent have been at their present location less than one year, 33 percent between one and two years, and 22 percent between two and three years.

The following set of tables displays the responses to questions about problems related to a permanent change of station (PCS). Responses are reported as "a serious problem," "somewhat of a problem," "a slight problem," "not a problem," or "don't know." The PCS-related problems reported in the tables include the following:

Adjusting to a higher cost of living
(Tables 171 and 182)

Moving and setting up a new household
(Tables 172 and 183)

Paying for unreimbursed moving expenses
(Tables 173 and 184)

Finding off-duty employment for yourself
(Tables 174 and 185)

Finding civilian employment for your spouse or dependents (Tables 175 and 186)

Continuing your education (Tables 176 and 187)

Finding permanent housing (Tables 177 and 188)

Finding shopping areas, recreation facilities, etc. (Tables 178 and 189)

Adjusting to new environment--children
(Tables 179 and 190)

Adjusting to new environment--spouse
(Tables 180 and 191)

Adjusting to new environment--self
(Tables 181 and 192)

Four of these problems--adjusting to a higher cost of living, finding civilian employment for family members, paying for unreimbursed moving expenses, and moving and setting up a new household--are each reported as being serious by approximately 20 percent of enlisted personnel. About 40 percent identified each of these four problems as being either serious or somewhat of a problem. Differences among the Services result in part from the type of location to which personnel are moved. Army personnel were more likely than those in other Services to say that adjusting to a higher cost of living was a serious problem, partly because a greater proportion were sent overseas at a time when the dollar was relatively weak. Air Force personnel were most likely to

consider finding civilian employment less of a problem, partly because more of their moves were within the United States. Finding permanent housing, continuing education, and finding off-duty employment, the next most frequently cited relocation problems, were seen as serious by about 15 percent of enlisted personnel. Finally, the adjustment of a spouse to a new environment was considered a serious problem by twice as many personnel (12 percent) as considered their own or a child's adjustment a serious problem (6 percent).

On the whole, officers tended to see these problems as somewhat less serious than did enlisted personnel. Among officers, the six problems identified by the largest number of officers as serious were finding civilian employment for family members, adjusting to a higher cost of living, continuing education, moving and setting up a new household, finding permanent housing, and paying for unreimbursed moving expenses; between 12 and 17 percent of the officers identified each of these as a serious problem. The remaining problems were considered serious by between 3 and 9 percent of the officers. With one exception, continuing education, Service differences are minor. As can be seen in Table 187, 21 percent of Army officers saw continuing their education as a serious PCS-related problem, compared to 12 percent of Air Force officers and about 16 percent of both Navy and Marine Corps officers.

Tables 173 and 184 show that 55 percent of the surveyed enlisted personnel and 60 percent of the officers saw paying for unreimbursed moving expenses as a problem to some degree. Respondents were asked also to report the actual amount that was not reimbursed for their last move, including unreimbursed expenses for themselves and/or their dependents for travel, temporary housing, and replacing items that were damaged or could not be moved. Tables 193-197 for enlisted personnel and 198-202 for officers show the reported unreimbursed amounts by respondents' year of service. Tables 203 and 204 display unreimbursed PCS costs, by the marital status and number of dependents of enlisted and officer personnel. Because the variation in these data among the Services is slight, the data are not displayed here.

Before reassignment, most military personnel have the opportunity to express a preference for their next assignment. Table 205 for enlisted personnel and Table 206 for officers indicate the number of locations requested. Among enlisted personnel, about one-third, ranging from 22 percent in the Air Force to 52 percent in the Marine Corps, expressed no preference for their next post. Among officers, about one-fourth reported that they had no preference, with little difference among the Services. Some 43 percent of enlisted personnel reported that they had not been assigned to any location of their choice (Table 207). Approximately 30 percent in each Service reported being assigned to their first choice and 11 percent to their second. Navy enlisted personnel appear most likely to receive either their first or second choice. Among officers, 31 percent indicated that they had not been given the assignment of their choice (Table 208). Over 40 percent of officers, however, were assigned to their first choice and 14 percent to their second.

The survey collected detailed personnel histories of assignment locations and personal assessments of the positive and negative characteristics of those locations. This report presents only the evaluations of respondents' current or immediately preceding overseas assignment and a listing of locations selected as the most and least preferable. Table 209 for enlisted personnel and Table 210 for officers include the evaluations of overseas location characteristics, tabulated in terms of whether the respondent was in the United States or overseas at the time of the interview.¹ The evaluations on the questionnaires were marked on a five-point scale, with verbal cues "excellent," "good," "fair," "poor," and "very poor." The mean and standard deviations shown in the tables are based on coding the verbal cues as +2, +1, 0, -1, and -2, respectively. The wide distribution of the ratings suggests the desirability of location-specific analysis. The survey was organized

¹The list of locations provided in the questionnaires was Service-specific, and respondents were asked to consider Alaska and Hawaii overseas locations.

so as to permit location-specific analysis of this as well as other data items.

Table 211 lists the locations that were the first choice of enlisted personnel for their next overseas tour; comparable data for officers appear in Table 212. The next set of tables shows the distribution of last choice locations from the same list (Tables 213 for enlisted personnel and 214 for officers). For further analyses, data are available showing the preferences of each respondent for a total of six locations: first, second, and third choice and the three least desirable choices.

The last pair of tables in the section summarizes the level of satisfaction of military personnel with their current assignment location on a seven-point scale ranging from "very dissatisfied" to "very satisfied." Overall, about one-third of the enlisted personnel (Table 215) and 53 percent of the officers (Table 216) marked the two highest satisfaction points on the scale. At the low end, 22 percent of the enlisted personnel and 10 percent of the officers expressed dissatisfaction. Among the Services, Army enlisted personnel were the least satisfied and Air Force the most. The Service differences among officers are minor.

Table 135

NUMBER OF PERMANENT CHANGES OF STATION FOR ENLISTED PERSONNEL

Number of Moves	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
0	25.8	3.4	1.4	0.9	16.1
	94.9	3.5	0.7	0.9	
1	22.2	7.1	1.2	0.9	14.5
	90.2	8.1	0.7	0.9	
2	22.3	13.8	4.5	0.9	16.0
	82.4	14.3	2.5	0.9	
3	17.3	21.1	10.1	2.3	14.9
	68.4	23.3	5.9	2.4	
4	7.4	19.6	14.3	5.2	9.7
	45.1	33.5	13.0	8.4	
5	2.8	14.0	14.8	7.5	6.5
	25.9	35.9	20.0	18.2	
6	1.1	9.9	15.6	9.8	5.2
	12.5	31.6	26.4	29.6	
7	0.5	5.4	13.9	9.8	3.9
	7.3	22.6	31.2	38.9	
8	0.2	2.9	10.0	12.3	3.4
	3.8	14.3	25.7	56.3	
9	0.1	1.0	5.4	10.1	2.3
	2.3	7.3	20.9	69.5	
Over 9	0.3	1.9	9.1	40.4	7.6
	2.3	4.1	10.5	83.2	
Total Personnel	925,697	257,606	137,803	245,169	1,568,274
	59.0	16.6	8.8	15.6	

NOTE: See Survey Form 2, question 61.

Table 136

NUMBER OF PERMANENT CHANGES OF STATION FOR OFFICERS

Number of Moves	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
0	10.2 93.3	0.9 5.5	0.2 0.7	0.1 0.6	3.5
1	30.7 90.1	4.9 9.2	0.4 0.6	0.1 0.1	10.8
2	26.0 74.8	12.2 22.6	1.2 1.8	0.3 0.8	11.0
3	18.4 51.8	20.5 37.1	6.1 8.5	0.9 2.6	11.3
4	8.8 30.9	19.3 43.6	10.5 18.2	2.1 7.3	9.1
5	3.3 13.6	15.8 41.5	14.1 28.5	4.0 16.4	7.8
6	1.3 5.5	12.9 35.4	14.3 30.1	6.8 29.1	7.5
7	0.6 2.4	7.1 19.1	18.5 38.4	9.5 40.1	7.6
8	0.3 1.8	3.5 11.3	12.2 31.6	10.4 54.8	6.1
9	0.2 1.5	1.0 4.0	7.7 24.1	11.0 70.4	5.0
Over 9	0.2 0.2	1.9 1.9	14.9 11.5	55.0 86.4	20.4
Total Personnel	76,269 31.8	49,075 20.4	37,802 15.7	77,073 32.1	240,218

NOTE: Survey Form 4, question 59.

Table 137

NUMBER OF TIMES SPOUSE OR DEPENDENTS OF ENLISTED PERSONNEL
MOVED TO A NEW LOCATION

Number of Moves	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
0	38.5	11.3	5.4	3.3	19.8
	80.0	12.6	3.5	3.9	
1	30.2	23.5	11.0	5.2	20.3
	61.4	25.6	6.9	6.1	
2	18.1	24.8	18.3	7.4	17.1
	43.8	32.2	13.7	10.4	
3	7.9	19.6	22.1	11.3	13.1
	24.9	33.1	21.5	20.5	
4	3.5	10.5	18.0	12.7	9.1
	15.7	25.6	25.3	33.4	
5	1.0	5.5	12.1	14.7	6.6
	5.9	18.2	23.3	52.6	
6	0.6	2.7	6.5	12.9	4.7
	4.8	12.7	17.6	64.9	
7	0.2	1.1	2.8	9.8	3.0
	2.4	7.9	11.8	78.0	
8	0.0	0.5	1.6	9.0	2.5
	0.3	4.7	8.1	86.9	
9	0.0	0.2	0.6	4.7	1.3
	0.9	3.1	6.4	89.6	
Over 9	0.1	0.5	1.5	9.0	2.5
	2.0	4.1	7.8	86.1	
Total Personnel	423,003	227,168	130,797	244,455	1,025,423
	41.3	22.2	12.8	23.8	

NOTE: See Survey Form 2, question 62.

Table 138

NUMBER OF TIMES SPOUSE OR DEPENDENTS OF OFFICERS MOVED
TO A NEW LOCATION

Number of Moves	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
0	18.2	4.8	1.1	0.7	5.7
	74.4	17.2	3.5	4.9	
1	37.4	14.9	5.4	1.4	13.3
	66.1	22.9	7.2	3.9	
2	22.1	21.6	8.0	2.3	11.9
	42.6	37.2	11.9	7.4	
3	14.0	18.9	13.0	4.8	11.3
	29.1	34.3	20.3	16.4	
4	5.1	17.0	17.0	7.6	10.6
	11.4	32.8	28.5	27.3	
5	1.9	12.1	14.1	9.6	9.1
	5.0	27.3	27.4	40.3	
6	0.5	6.6	13.5	11.6	8.3
	1.4	16.3	28.9	53.5	
7	0.4	2.4	10.6	11.1	6.7
	1.5	7.4	27.9	63.2	
8	0.1	0.9	7.4	11.5	5.9
	0.5	3.1	22.2	74.2	
9	0.1	0.3	3.9	8.1	3.9
	0.6	1.6	18.0	79.8	
Over 9	0.1	0.5	6.0	31.3	13.2
	0.1	0.7	8.1	91.0	
Total Personnel	47,458	41,413	35,849	77,303	202,023
	23.5	20.5	17.8	38.3	

NOTE: See Survey Form 4, question 60.

Table 139

AMOUNT OF TIME ENLISTED PERSONNEL WERE SEPARATED FROM THEIR SPOUSES AND
DEPENDENTS IN 12 MONTHS PRECEDING SURVEY

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	31.2 4.1	47.7 23.2	45.4 66.6	42.7 6.1	44.9	
1 to 2 Months	12.2 4.2	17.8 22.4	17.4 66.1	19.8 7.3	17.4	
3 to 4 Months	6.7 3.1	12.3 21.3	13.2 68.4	14.3 7.2	12.7	
5 to 6 Months	6.9 4.9	9.0 23.7	8.2 64.6	8.8 6.8	8.3	
7 to 8 Months	6.7 6.7	5.3 19.4	6.1 67.5	6.0 6.4	6.0	
9 to 10 Months	8.8 14.7	3.1 19.3	3.3 62.4	1.9 3.4	3.5	
11 to 12 Months	27.5 22.2	4.8 14.3	6.4 57.8	6.5 5.7	7.3	
Total Personnel	59,361 5.9	219,771 21.9	662,072 65.8	64,396 6.4	1,005,600	

NOTE: See Survey Form 2, question 60.

Table 140

AMOUNT OF TIME ARMY ENLISTED PERSONNEL WERE SEPARATED FROM THEIR
SPOUSES AND DEPENDENTS IN 12 MONTHS PRECEDING SURVEY

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	29.9 5.3	39.7 20.9	37.3 66.6	37.9 7.1	37.3	
1 to 2 Months	15.0 5.2	20.5 20.9	19.4 67.2	18.7 6.8	19.3	
3 to 4 Months	6.9 2.9	15.6 19.7	16.0 68.6	19.6 8.8	15.6	
5 to 6 Months	5.2 3.3	12.6 23.8	8.8 56.6	9.2 6.2	10.4	
7 to 8 Months	6.0 8.2	3.3 13.2	5.2 71.7	4.8 6.9	4.9	
9 to 10 Months	7.5 15.4	2.7 16.3	3.3 66.9	0.6 1.4	3.2	
11 to 12 Months	29.7 19.0	5.7 10.7	10.1 64.3	9.0 5.0	10.4	
Total Personnel	25,546 6.7	75,151 19.6	255,319 66.7	26,723 7.0	382,739	

NOTE: See Survey Form 2, question 60.

Table 141

AMOUNT OF TIME NAVY ENLISTED PERSONNEL WERE SEPARATED FROM THEIR
SPOUSES AND DEPENDENTS IN 12 MONTHS PRECEDING SURVEY

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	19.2 3.7	37.6 22.8	37.6 67.2	38.5 6.3		36.4
1 to 2 Months	11.3 6.5	13.2 23.9	11.9 63.5	12.6 6.1		12.2
3 to 4 Months	5.7 3.4	13.0 24.4	11.9 66.5	11.3 5.7		11.7
5 to 6 Months	9.3 4.9	11.2 18.7	14.1 69.4	15.6 7.0		13.2
7 to 8 Months	11.2 5.7	12.9 20.8	14.1 67.3	14.2 6.2		13.6
9 to 10 Months	11.8 12.1	6.6 21.3	6.6 62.4	4.9 4.2		6.8
11 to 12 Months	31.5 36.4	5.4 19.7	3.8 41.0	2.9 2.9		5.0
Total Personnel	16,317 7.0	51,486 22.0	152,198 65.1	13,893 5.9		233,895

NOTE: See Survey Form 2, question 60.

Table 142

AMOUNT OF TIME MARINE CORPS ENLISTED PERSONNEL WERE SEPARATED FROM THEIR
SPOUSES AND DEPENDENTS IN 12 MONTHS PRECEDING SURVEY

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	21.2 3.6	43.7 29.6	39.6 61.3	42.1 5.5	39.5	
1 to 2 Months	12.5 4.8	19.2 28.8	17.7 60.6	20.2 5.8	17.9	
3 to 4 Months	14.0 6.6	12.2 22.7	15.5 65.9	13.3 4.8	14.4	
5 to 6 Months	14.9 10.1	9.5 25.3	9.9 60.6	7.7 3.9	10.0	
7 to 8 Months	4.7 5.6	5.0 23.7	6.2 67.5	3.5 3.2	5.6	
9 to 10 Months	11.8 19.9	4.1 27.2	3.2 49.2	2.8 3.6	4.0	
11 to 12 Months	21.0 16.7	6.4 20.1	8.0 56.9	10.4 6.3	8.6	
Total Personnel	4755 6.8	18,794 26.8	42,926 61.2	3609 5.1	70,085	

NOTE: See Survey Form 2, question 60.

Table 143

**AMOUNT OF TIME AIR FORCE ENLISTED PERSONNEL WERE SEPARATED FROM THEIR
SPOUSES AND DEPENDENTS IN 12 MONTHS PRECEDING SURVEY**

Separation Time	Not Married		Married		Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	53.2 3.5	63.7 24.1	62.0 67.0	52.0 5.4	61.4
1 to 2 Months	7.7 1.6	17.9 22.3	19.0 67.3	26.2 8.8	18.7
3 to 4 Months	4.9 2.0	8.6 21.0	10.1 70.6	9.5 6.3	9.5
5 to 6 Months	4.1 5.3	3.8 28.3	2.7 58.8	3.7 7.5	3.1
7 to 8 Months	3.5 7.8	2.2 29.2	1.5 55.1	2.2 7.8	1.8
9 to 10 Months	6.2 19.4	0.8 15.3	1.1 57.7	1.5 7.5	1.3
11 to 12 Months	20.5 19.4	3.1 16.8	3.6 56.4	5.0 7.4	4.2
Total Personnel	12,743 4.0	74,338 23.3	211,629 66.4	20,171 6.3	318,882

NOTE: See Survey Form 2, question 60.

Table 144

AMOUNT OF TIME OFFICERS WERE SEPARATED FROM THEIR SPOUSES AND
DEPENDENTS IN 12 MONTHS PRECEDING SURVEY

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	41.6 1.8	43.3 20.7	45.4 68.3	48.4 9.2	45.1	
1 to 2 Months	17.1 1.3	20.4 16.7	28.0 72.5	29.0 9.5	26.2	
3 to 4 Months	7.9 1.0	18.3 26.1	14.7 66.5	11.1 6.4	15.0	
5 to 6 Months	4.4 1.4	8.3 28.4	5.8 62.5	5.6 7.7	6.3	
7 to 8 Months	6.2 3.2	5.6 31.8	3.3 58.7	2.7 6.2	3.8	
9 to 10 Months	1.5 1.7	2.1 27.6	1.6 64.9	0.7 3.6	1.6	
11 to 12 Months	21.3 21.3	2.2 23.6	1.3 44.5	2.4 10.6	2.0	
Total Personnel	3894 2.0	42,764 21.5	134,822 67.9	17,074 8.6	198,554	

NOTE: See Survey Form 4, question 58.

Table 145

AMOUNT OF TIME ARMY OFFICERS WERE SEPARATED FROM THEIR
SPOUSES AND DEPENDENTS IN 12 MONTHS PRECEDING SURVEY

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	27.0 0.8	46.2 21.6	47.9 69.4	45.6 8.2	47.0	
1 to 2 Months	29.1 1.6	19.8 16.1	29.1 73.5	28.4 8.9	27.0	
3 to 4 Months	10.8 1.0	20.8 28.1	15.4 64.4	12.6 6.6	16.3	
5 to 6 Months	0.0 0.0	5.5 27.7	3.9 60.8	5.9 11.5	4.3	
7 to 8 Months	9.0 6.8	3.5 40.9	1.1 38.4	3.1 13.9	1.9	
9 to 10 Months	1.8 2.5	1.2 23.9	1.1 68.6	0.6 5.0	1.1	
11 to 12 Months	22.3 13.4	3.1 28.5	1.6 44.8	3.8 13.3	2.4	
Total Personnel	918 1.4	14,010 22.0	43,316 68.1	5364 8.4	63,608	

NOTE: See Survey Form 4, question 58.

Table 146

AMOUNT OF TIME NAVY OFFICERS WERE SEPARATED FROM THEIR
SPOUSES AND DEPENDENTS IN 12 MONTHS PRECEDING SURVEY

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	37.8 1.7	36.9 20.4	42.2 68.8	44.5 9.1	41.8	
1 to 2 Months	14.6 1.4	13.9 16.4	21.0 70.7	26.6 11.5	19.7	
3 to 4 Months	5.1 0.7	16.8 29.4	12.2 61.7	12.7 8.2	13.2	
5 to 6 Months	9.3 1.8	11.9 27.2	10.0 65.7	6.3 5.3	10.1	
7 to 8 Months	5.4 1.0	14.6 33.7	9.1 60.2	6.0 5.1	10.0	
9 to 10 Months	2.9 1.5	4.0 25.1	3.8 69.9	1.5 3.5	3.6	
11 to 12 Months	24.9 29.8	2.0 28.9	0.7 28.3	2.4 13.0	1.6	
Total Personnel	846 1.9	10,242 23.1	29,431 66.4	3777 8.5	44,297	

NOTE: See Survey Form 4, question 58.

Table 147

AMOUNT OF TIME MARINE CORPS OFFICERS WERE SEPARATED FROM THEIR
SPOUSES AND DEPENDENTS IN 12 MONTHS PRECEDING SURVEY

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	31.0 1.9	38.8 26.6	34.6 63.1	41.8 8.4	36.1	
1 to 2 Months	12.2 1.0	20.9 20.4	27.2 70.5	28.2 8.1	25.3	
3 to 4 Months	8.5 1.1	17.5 26.6	16.2 65.8	14.4 6.5	16.2	
5 to 6 Months	10.7 2.6	9.6 27.1	8.7 64.9	6.5 5.4	8.8	
7 to 8 Months	13.3 4.5	6.3 24.2	6.5 66.7	4.1 4.6	6.4	
9 to 10 Months	5.7 4.2	4.1 35.6	2.3 52.8	3.0 7.5	2.9	
11 to 12 Months	18.7 9.5	2.8 16.5	4.5 70.4	2.0 3.4	4.2	
Total Personnel	271 2.2	3093 24.7	8228 65.8	908 7.3	12,499	

NOTE: See Survey Form 4, question 58.

Table 148

**AMOUNT OF TIME AIR FORCE OFFICERS WERE SEPARATED FROM THEIR
SPOUSES AND DEPENDENTS IN 12 MONTHS PRECEDING SURVEY**

Separation Time	Not Married		Married			Total
	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents		
None	52.1 2.6	45.8 19.2	46.3 67.9	53.7 10.3	47.0	
1 to 2 Months	12.9 1.0	25.1 16.8	31.0 72.7	30.9 9.5	29.4	
3 to 4 Months	7.7 1.2	17.1 22.6	15.3 70.9	8.7 5.2	14.9	
5 to 6 Months	3.5 1.6	8.2 30.6	4.6 59.6	4.9 8.3	5.3	
7 to 8 Months	4.2 7.8	1.2 19.1	1.3 69.9	0.5 3.2	1.3	
9 to 10 Months	0.0 0.0	1.3 38.0	0.6 62.0	0.0 0.0	0.7	
11 to 12 Months	19.6 32.0	1.3 17.1	0.9 42.2	1.4 8.8	1.5	
Total Personnel	1858 2.4	15,420 19.7	53,847 68.9	7025 9.0	78,150	

NOTE: See Survey Form 4, question 58.

Table 149

NUMBER OF YEARS ENLISTED PERSONNEL HAVE SPENT
IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	40.6	10.0	2.8	1.3	19.7
	88.0	8.6	1.5	1.9	
1	23.9	15.2	6.3	1.0	13.8
	74.3	18.7	4.9	2.1	
2	23.0	18.9	8.9	2.3	14.6
	67.1	21.9	6.5	4.6	
3	9.6	20.3	11.5	4.2	10.0
	41.0	34.3	12.3	12.4	
4	1.8	17.0	13.1	5.4	6.6
	11.4	43.4	21.2	24.0	
5	0.4	9.3	13.4	5.4	4.8
	3.7	32.8	29.9	33.6	
6	0.7	4.8	11.1	6.2	4.1
	7.6	19.7	28.7	44.1	
7		1.9	8.4	6.1	3.0
		10.6	29.8	59.6	
8		0.6	6.1	5.5	2.3
		4.3	27.4	68.3	
9		1.8	14.7	45.3	15.3
		2.0	10.3	87.7	
10		0.1	1.9	5.5	1.8
		0.9	10.8	88.3	
11			1.2	3.1	1.0
			12.0	88.0	
12			0.4	3.2	1.0
			4.8	95.2	
13			0.2	1.6	0.5
			3.8	96.2	
14			0.0	1.4	0.4
			0.0	100.0	
15				1.1	0.3
				100.0	
16				0.7	0.2
				100.0	

Table 149 (Continued)

NUMBER OF YEARS ENLISTED PERSONNEL HAVE SPENT
IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.3 100.0	0.1
18				0.4 100.0	0.1
19				0.2 100.0	0.1
20				0.1 100.0	0.0
Total Personnel	546,663 42.8	216,557 16.9	136,698 10.7	378,667 29.6	1,278,423

NOTE: See Survey Form 2, question 63.

Table 150

NUMBER OF YEARS ARMY ENLISTED PERSONNEL
HAVE SPENT IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	27.5 93.7	3.7 5.1	0.5 0.3	0.8 1.2	15.3
1	24.3 84.7	9.1 12.8	3.4 2.3	0.2 0.2	14.9
2	29.5 79.2	16.0 17.3	4.9 2.5	1.1 1.0	19.4
3	15.7 56.2	24.9 35.8	9.2 6.3	1.5 1.7	14.6
4	2.4 15.4	24.4 63.0	11.0 13.6	3.9 8.1	8.1
5	0.2 2.0	13.2 51.4	15.4 28.7	5.7 17.9	5.4
6	0.4 4.9	5.8 27.7	17.3 39.4	7.3 28.0	4.4
7		2.2 11.7	16.3 41.2	11.1 47.2	4.0
8		0.7 4.5	10.8 33.3	12.0 62.2	3.3
9		0.0 0.0	5.2 19.4	12.8 80.6	2.7
10		0.0 0.0	3.6 14.7	12.4 85.3	2.5
11			1.5 11.1	7.1 88.9	1.3
12			0.7 5.4	7.3 94.6	1.3
13			0.3 3.5	5.0 96.5	0.9
14			0.0 0.0	4.8 100.0	0.8
15				2.9 100.0	0.5
16				1.9 100.0	0.3

Table 150 (Continued)

NUMBER OF YEARS ARMY ENLISTED PERSONNEL
HAVE SPENT IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.9 100.0	0.2
18				0.6 100.0	0.1
19				0.5 100.0	0.1
20				0.3 100.0	0.1
Total Personnel	212,465 52.1	85,536 21.0	40,906 10.0	68,867 16.9	407,774

NOTE: See Survey Form 2, question 63.

AD-A114 806

RAND CORP SANTA MONICA CA

F/6 15/5

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARME--ETC(U)

MAR 82 Z D DOERING, W P MUTZLER

MDA903-80-C-0652

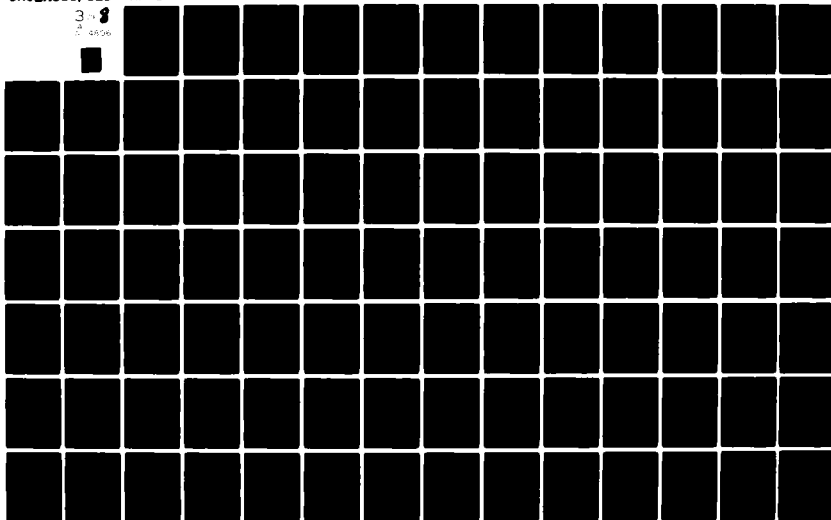
UNCLASSIFIED

RAND-R-2851-MRAL

ML

3-8

0 0000



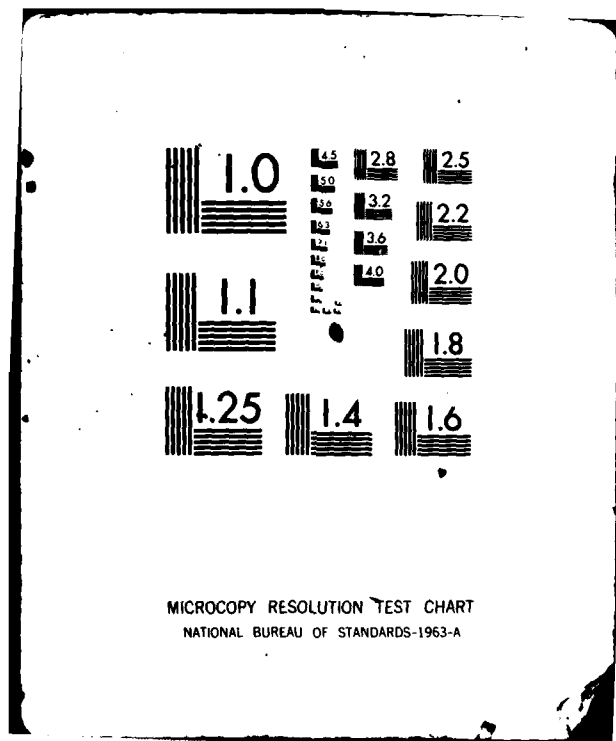


Table 151

NUMBER OF YEARS NAVY ENLISTED PERSONNEL
HAVE SPENT IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	9.6 31.5	18.2 36.5	8.8 18.1	6.6 13.9	10.6
1	36.3 72.9	11.5 14.1	6.2 7.8	4.0 5.2	17.3
2	36.7 57.2	21.8 20.8	14.0 13.7	8.3 8.3	22.3
3	11.4 29.9	18.4 29.7	14.3 23.7	9.9 16.7	13.2
4	3.1 11.9	12.2 28.3	14.7 35.0	10.2 24.8	9.2
5	1.0 5.1	7.6 24.3	13.1 42.7	8.4 28.0	6.7
6	1.8 9.1	5.2 16.4	11.3 36.7	11.4 37.8	6.7
7		2.8 16.9	5.2 31.8	8.1 51.3	3.5
8		1.1 7.8	6.2 43.3	6.8 48.9	3.1
9		0.9 10.7	2.3 27.5	5.1 61.8	1.8
10		0.3 4.8	1.3 15.7	6.5 79.5	1.8
11			1.1 19.4	4.5 80.6	1.2
12			1.0 19.8	4.0 80.2	1.1
13			0.4 19.8	1.6 80.2	0.4
14			0.0 0.0	1.5 100.0	0.3
15				1.2 100.0	0.3
16				0.7 100.0	0.2

Table 151 (Continued)

NUMBER OF YEARS NAVY ENLISTED PERSONNEL
HAVE SPENT IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.5 100.0	0.1
18				0.8 100.0	0.2
19				0.0 --	0.0
20				0.1 100.0	0.0
Total Personnel	86,263 34.6	53,008 21.3	54,158 21.7	55,583 22.3	249,012

NOTE: See Survey Form 2, question 63.

Table 152

NUMBER OF YEARS MARINE CORPS ENLISTED PERSONNEL
HAVE SPENT IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	43.3 94.5	10.3 4.9	1.0 0.2	1.1 0.4	31.1
1	40.3 81.7	35.8 15.9	4.3 1.9	1.7 0.5	33.5
2	11.3 57.0	24.4 27.0	23.1 11.8	5.5 4.2	13.5
3	2.9 25.9	14.4 28.8	27.3 25.1	14.8 20.2	7.5
4	1.1 16.7	7.6 26.2	15.5 24.7	13.7 32.5	4.3
5	0.2 4.4	4.5 20.6	10.0 21.3	17.0 53.6	3.2
6	1.0 25.5	1.9 11.0	6.3 17.2	11.5 46.3	2.5
7		0.7 7.5	4.8 22.8	9.9 69.7	1.5
8		0.0 0.0	0.6 4.5	8.7 95.5	0.9
9		0.0 0.0	0.5 5.5	5.9 94.5	0.6
10		0.4 14.0	0.5 7.9	3.4 78.2	0.4
11			0.2 0.2	1.6 92.3	0.2
12			0.1 3.1	2.1 96.9	0.2
13			0.5 20.8	1.3 79.2	0.2
14			0.2 10.8	1.1 89.2	0.1
15				0.3 100.0	0.0
16				0.3 100.0	0.0

Table 152 (Continued)

NUMBER OF YEARS MARINE CORPS ENLISTED PERSONNEL
HAVE SPENT IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.0 --	0.0
18				0.1 100.0	0.0
19				0.1 100.0	0.0
20				0.0 --	0.0
Total Personnel	69,923 68.0	15,343 14.9	7077 6.9	10,529 10.2	102,872

NOTE: See Survey Form 2, question 63.

Table 153

NUMBER OF YEARS AIR FORCE ENLISTED PERSONNEL
HAVE SPENT IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	49.1	12.5	2.1	0.6	19.9
	85.0	12.5	1.6	0.9	
1	18.9	22.9	11.0	1.2	13.1
	49.8	34.9	12.4	2.8	
2	22.8	20.2	10.3	3.0	14.3
	54.8	28.1	10.6	6.5	
3	6.8	18.1	13.6	8.5	10.6
	22.2	34.1	19.0	24.7	
4	1.1	14.1	18.3	11.6	9.5
	4.1	29.6	28.6	37.7	
5	0.5	7.0	17.0	11.3	7.6
	2.4	20.8	33.2	46.0	
6	0.7	4.0	10.0	11.7	6.1
	4.1	12.9	24.1	58.9	
7		1.1	6.8	10.8	4.6
		4.8	22.2	72.9	
8		0.2	4.8	8.4	3.3
		1.2	21.4	77.4	
9		0.0	3.3	7.9	2.9
		0.0	16.8	83.2	
10		0.0	1.4	9.2	3.0
		0.0	6.8	93.2	
11			1.4	4.3	1.5
			13.6	86.4	
12			0.0	5.0	1.5
			0.0	100.0	
13			0.0	1.7	0.5
			0.0	100.0	
14			0.0	1.4	0.4
			0.0	100.0	
15				1.4	0.4
				100.0	
16				0.8	0.2
				100.0	

Table 153 (Continued)

NUMBER OF YEARS AIR FORCE ENLISTED PERSONNEL
HAVE SPENT IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				1.1 100.0	0.1
18				0.5 100.0	0.2
19				0.3 100.0	0.1
20				0.2 100.0	0.1
Total Personnel	102,406 34.4	59,298 19.9	43,980 14.8	91,649 30.8	297,333

NOTE: See Survey Form 2, question 63.

Table 154
 NUMBER OF YEARS OFFICERS HAVE SPENT
 IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	43.9 58.7	20.3 26.6	5.9 6.9	3.1 7.8	15.8
1	23.5 35.2	20.9 30.7	14.3 19.0	5.4 15.1	14.1
2	18.1 26.1	17.1 24.2	17.9 22.8	10.0 27.0	14.6
3	12.1 17.0	22.0 30.1	19.4 24.0	11.0 29.9	15.1
4	1.9 3.6	12.1 22.4	16.3 27.3	13.2 46.7	11.2
5	0.3 0.7	4.5 10.4	12.7 26.4	14.2 62.4	9.0
6	0.3 1.0	1.8 6.0	8.1 24.0	11.0 69.1	6.3
7		1.1 4.9	3.6 14.4	9.6 80.7	4.7
8		0.1 0.7	1.0 5.9	7.6 93.5	3.2
9		0.0 0.0	0.4 3.9	4.7 96.1	1.9
10		0.0 0.0	0.2 2.2	4.3 97.8	1.7
11			0.2 5.3	1.7 94.7	0.7
12			0.0 0.0	1.6 100.0	0.6
13			0.0 0.0	0.9 100.0	0.4
14			0.0 0.0	0.8 100.0	0.3
15				0.2 100.0	0.1
16				0.2 100.0	0.1

Table 154 (Continued)

NUMBER OF YEARS OFFICERS HAVE SPENT
IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.2 100.0	0.1
18				0.1 100.0	0.0
19				0.1 100.0	0.0
20				0.1 100.0	0.0
Total Personnel	39,301 21.1	38,454 20.7	34,741 18.7	73,518 39.5	186,014

NOTE: See Survey Form 4, question 61.

Table 155

NUMBER OF YEARS ARMY OFFICERS HAVE
SPENT IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	27.3 69.3	10.2 25.1	1.8 3.8	0.5 1.8	9.3
1	24.9 52.8	15.8 32.1	5.8 10.2	1.6 4.8	11.2
2	22.5 40.4	15.7 27.1	13.0 19.3	5.2 13.2	13.2
3	22.0 29.1	31.8 40.4	18.3 20.1	5.6 10.5	18.0
4	3.1 5.8	17.0 30.1	23.2 35.5	11.0 28.7	12.9
5	0.0 0.0	6.0 12.7	17.7 32.2	17.8 55.1	10.8
6	0.2 0.6	2.5 7.6	12.9 33.5	13.1 58.2	7.6
7		1.0 4.5	4.4 17.2	11.8 78.2	5.1
8		0.0 0.0	1.8 8.2	11.9 91.8	4.4
9		0.0 0.0	1.1 8.7	6.8 91.3	2.5
10		0.0 0.0	0.0 0.0	6.4 100.0	2.2
11			0.0 0.0	2.5 100.0	0.8
12			0.0 0.0	2.2 100.0	0.7
13			0.0 0.0	1.5 100.0	0.5
14			0.0 0.0	1.3 100.0	0.4
15				0.2 100.0	0.1
16				0.3 100.0	0.1

Table 155 (Continued)

NUMBER OF YEARS ARMY OFFICERS HAVE
SPENT IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.2 100.0	0.1
18				0.3 100.0	0.1
19				0.0 --	0.0
20				0.0 --	0.0
Total Personnel	15,512 23.8	14,909 22.9	12,860 19.7	21,962 33.7	65,243

NOTE: See Survey Form 4, question 61.

Table 156

NUMBER OF YEARS NAVY OFFICERS HAVE
SPENT IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	58.9 59.6	32.5 21.7	12.5 8.5	6.5 10.3	25.5
1	15.1 39.1	15.2 26.0	11.4 19.8	3.7 15.0	9.9
2	17.7 24.2	23.4 21.2	27.0 24.7	14.1 29.9	18.8
3	6.6 11.7	18.4 21.5	21.0 24.9	15.3 41.9	14.6
4	1.2 3.8	5.4 11.2	12.0 25.1	12.4 59.9	8.3
5	0.4 1.6	2.7 7.0	5.6 14.6	12.8 76.9	6.6
6	0.0 0.0	1.2 4.4	5.3 19.7	8.8 75.9	4.7
7		0.4 1.8	3.2 14.9	7.6 83.3	3.7
8		0.7 5.3	1.1 8.5	4.9 86.2	2.3
9		0.0 0.0	0.0 0.0	3.2 100.0	1.3
10		0.0 0.0	0.3 2.9	4.5 97.1	1.9
11			0.6 15.9	1.4 84.1	0.7
12			0.0 0.0	1.7 100.0	0.7
13			0.0 0.0	0.7 100.0	0.3
14			0.0 0.0	1.1 100.0	0.4
15				0.8 100.0	0.3
16				0.2 100.0	0.1

Table 156 (Continued)

NUMBER OF YEARS NAVY OFFICERS HAVE
SPENT IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.0	0.0
				--	
18				0.0	0.0
				--	
19				0.1	0.0
				100.0	
20				0.1	0.0
				100.0	
Total Personnel	10,666	7046	7150	16,560	41,422
	25.7	17.0	17.3	40.0	

NOTE: See Survey Form 4, question 61.

Table 157

NUMBER OF YEARS MARINE CORPS OFFICERS HAVE
SPENT IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	53.0 77.8	15.4 19.8	0.5 2.1	0.1 0.2	11.1
1	36.9 43.6	41.3 42.8	3.5 12.0	1.0 1.6	13.8
2	5.9 10.0	21.5 32.1	8.7 42.6	6.6 15.3	9.6
3	2.2 4.2	13.1 22.1	4.8 26.4	18.0 47.3	8.5
4	0.8 2.0	6.2 13.1	2.3 16.1	20.8 68.8	6.7
5	0.2 0.7	1.8 5.4	1.7 16.4	16.7 77.4	4.8
6	1.0 4.0	0.7 2.5	1.1 13.0	14.9 80.5	4.1
7		0.0 0.0	0.2 6.0	8.0 94.0	1.9
8		0.0 0.0	0.2 7.7	6.1 92.3	1.5
9		0.0 0.0	0.0 0.0	3.3 100.0	0.7
10		0.0 0.0	0.2 24.0	1.6 76.0	0.5
11			0.0 0.0	1.2 100.0	0.3
12			0.0 0.0	0.9 100.0	0.2
13			0.0 0.0	0.3 100.0	0.1
14			0.0 0.0	0.2 100.0	0.0
15				0.1 100.0	0.0
16				0.1 100.0	0.0

Table 157 (Continued)

NUMBER OF YEARS MARINE CORPS OFFICERS HAVE
SPENT IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.0 --	0.0
18				0.1 100.0	0.0
19				0.0 --	0.0
20				0.0 --	0.0
Total Personnel	3316 72.9	2916 64.1	9596 47.1	4546 22.3	20,374

NOTE: See Survey Form 4, question 61.

Table 158

NUMBER OF YEARS AIR FORCE OFFICERS HAVE
SPENT IN OVERSEAS DUTY

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
Less Than 1 Year	50.8 47.4	26.1 34.0	6.8 8.2	3.6 10.5	15.8
1	25.7 20.8	25.2 28.5	24.5 25.6	9.9 25.0	18.1
2	15.3 17.0	14.4 22.3	14.1 20.2	11.7 40.5	13.2
3	5.7 6.5	15.0 23.9	19.2 28.3	11.6 41.3	12.9
4	1.1 1.4	11.5 20.6	12.8 21.3	14.1 56.7	11.4
5	0.7 1.2	4.5 10.4	12.6 26.6	12.1 61.8	9.0
6	0.7 1.7	1.6 5.4	5.5 17.0	10.2 76.0	6.2
7		1.8 7.0	3.4 12.2	9.3 80.7	5.3
8		0.0 0.0	0.3 2.0	6.2 98.0	2.9
9		0.0 0.0	0.0 0.0	4.2 100.0	1.9
10		0.0 0.0	0.3 3.9	3.1 96.1	1.5
11			0.3 8.2	1.4 91.8	0.7
12			0.0 0.0	1.3 100.0	0.6
13			0.0 0.0	0.7 100.0	0.3
14			0.0 0.0	0.3 100.0	0.1
15				0.0 --	0.0
16				0.0 --	0.0

Table 158

NUMBER OF YEARS AIR FORCE OFFICERS HAVE
SPENT IN OVERSEAS DUTY (Continued)

Years Spent Overseas	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
17				0.0 --	0.0
18				0.0 --	0.0
19				0.1 100.0	0.0
20				0.1 100.0	0.0
Total Personnel	9746 14.7	13,622 20.5	12,555 18.9	30,384 45.8	66,307

NOTE: See Survey Form 4, question 61.

Table 159

AVERAGE PERCENT TIME SPENT OVERSEAS BY ENLISTED PERSONNEL BY CURRENT
YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	
1	0.0	(b)	1.2	0.0	0.0	0.0	(b)	0.4	0.0	0.0	0.0	0.8
2		3.7	11.4	7.8	26.5	29.6	(b)	9.3	0.0	0.0	(b)	11.5
3-4			18.5	21.2	20.9	24.7	0.0	19.0	23.5	19.5	0.0	19.4
5-6				22.1	25.4	25.4	23.0	24.1	16.5	17.3	(b)	23.6
7-9					28.8	33.0	32.7	30.9	30.9	31.0	34.6	30.5
10-12						36.6	38.3	34.7	34.4	36.3	24.6	35.1
13-15							38.7	36.8	40.2	37.6	54.6	37.6
16-20								35.8	38.7	36.6	64.8	36.8
21-25									39.0	35.4	41.9	37.3
26-30										38.3	19.1	37.7
Over 30											41.2	41.2
Total Personnel	0.0	3.7	15.3	18.9	25.6	31.3	37.2	30.5	35.6	33.1	29.2	24.9

NOTE: See Survey Form 2, question 63.

^aNumbers in this table are not row or column percents but are the average percent of their service time that enlisted personnel have spent overseas.

^bData unavailable.

Table 160

AVERAGE PERCENT TIME SPENT OVERSEAS BY ARMY ENLISTED PERSONNEL BY CURRENT
YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	Total
1	(b)	(b)	2.0	0.0	(b)	0.0	(b)	0.0	0.0	(b)	(b)	1.6
2		11.8	17.2	15.1	42.2	50.0	(b)	15.6	(b)	0.0	(b)	18.4
3-4			26.7	34.2	32.1	42.7	(b)	28.0	33.6	40.6	0.0	29.4
5-6				28.6	36.7	39.2	0.0	32.8	23.0	25.6	(b)	32.8
7-9					38.1	41.4	57.1	40.0	35.6	41.6	44.4	39.4
10-12						46.5	44.4	45.3	42.3	46.4	41.0	45.1
13-15							58.9	46.8	47.5	40.0	54.8	46.9
16-20								47.3	47.5	41.3	(b)	46.8
21-25									49.9	42.9	31.8	46.9
26-30										46.7	(b)	46.7
Over 30											(b)	(b)
Total Personnel	(b)	11.8	22.4	29.7	36.6	42.5	48.3	39.1	42.8	40.5	36.4	33.8

NOTE: See Survey Form 2, question 63.

^aNumbers in this table are not row or column percents but are the average percent of their service time that enlisted personnel have spent overseas.

^bData unavailable.

Table 161

AVERAGE PERCENT TIME SPENT OVERSEAS BY NAVY ENLISTED PERSONNEL BY CURRENT
YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	
1	0.0	(b)	0.0	0.0	0.0	0.0	(b)	0.9	0.0	0.0	(b)	0.0
2		5.0	10.1	4.5	8.9	0.0	(b)	0.9	0.0	(b)	(b)	8.1
3-4			16.0	16.0	15.2	2.7	(b)	13.0	75.0	51.7	(b)	15.8
5-6				21.3	17.8	18.2	100.0	24.7	7.5	8.0	(b)	20.4
7-9					25.4	26.0	28.0	27.3	22.9	29.7	0.0	26.2
10-12						31.2	30.4	28.1	30.3	34.7	6.1	29.0
13-15							16.0	30.5	36.6	32.5	(b)	30.6
16-20								27.4	29.9	33.4	81.3	28.5
21-25									28.4	25.6	(b)	27.1
26-30										23.9	16.9	23.1
Over 30											(b)	(b)
Total Personnel	0.0	5.0	13.6	15.0	19.9	23.0	25.1	26.2	29.0	27.3	17.4	19.9

NOTE: See Survey Form 2, question 63.

^aNumbers in this table are not row or column percents but are the average percent of their service time that enlisted personnel have spent overseas.

^bData unavailable.

Table 162

AVERAGE PERCENT TIME SPENT OVERSEAS BY MARINE CORPS ENLISTED PERSONNEL BY CURRENT
YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	Total
1	0.0	(b)	1.7	0.0	0.0	(b)	(b)	0.7	(b)	0.0	0.0	1.1
2		1.9	8.1	8.7	6.5	0.0	(b)	21.3	0.0	0.0	(b)	8.6
3-4			18.3	15.2	22.7	7.1	0.0	21.2	0.0	17.7	0.0	18.1
5-6				21.6	21.3	12.9	(b)	18.1	19.2	8.4	(b)	19.7
7-9					23.5	23.4	(b)	22.0	19.8	22.7	(b)	22.5
10-12						24.2	30.3	25.8	29.0	34.0	20.0	26.7
13-15							28.0	29.6	28.0	27.4	(b)	29.1
16-20								28.6	30.2	31.0	33.7	29.3
21-25									28.9	32.7	27.7	30.6
26-30										27.7	21.4	27.5
Over 30											41.2	41.2
Total Personnel	0.0	1.9	13.2	12.8	20.3	19.2	28.8	22.6	24.7	25.7	11.7	17.0

NOTE: See Survey Form 2, question 63.

^aNumbers in this table are not row or column percents but are the average percent of their service time that enlisted personnel have spent overseas.

^bData unavailable.

Table 163
 AVERAGE PERCENT TIME SPENT OVERSEAS BY AIR FORCE ENLISTED PERSONNEL BY CURRENT
 YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	Total
1	(b)	(b)	0.0	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	0.0
2		0.0	5.9	2.1	26.8	0.0	(b)	2.0	(b)	0.0	(b)	6.0
3-4			9.2	11.6	9.5	7.7	(b)	10.0	0.0	0.0	0.0	9.4
5-6				16.5	16.3	17.7	(b)	17.4	5.8	6.1	(b)	16.2
7-9					23.4	28.9	27.8	24.0	27.9	18.2	(b)	24.3
10-12						32.7	36.4	33.7	28.9	27.2	33.3	32.5
13-15							61.5	35.4	34.5	37.9	53.3	35.6
16-20								35.7	37.6	34.9	(b)	36.2
21-25									36.8	36.5	45.5	36.7
26-30										37.7	22.2	37.3
Over 30											(b)	(b)
Total Personnel	(b)	0.0	7.9	13.4	18.2	25.2	37.5	27.3	32.6	30.6	34.7	21.8

NOTE: See Survey Form 2, question 63.

^aNumbers in this table are not row or column percents but are the average percent of their service time that enlisted personnel have spent overseas.

^bData unavailable.

Table 164

AVERAGE PERCENT TIME SPENT OVERSEAS BY OFFICERS BY CURRENT YEAR OF
SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	Total
1	(b)	0.0	0.7	0.0	0.0	0.0	(b)	1.3	0.0	0.0	0.0	0.5
2		0.6	10.7	7.6	3.2	10.9	0.0	5.8	2.5	11.1	(b)	7.6
3-4			18.6	12.7	9.1	10.7	0.0	16.6	14.2	18.5	2.5	15.2
5-6				16.0	13.6	14.8	15.0	19.7	11.9	16.5	0.0	16.6
7-9					17.0	15.8	12.1	21.4	21.3	23.0	11.4	20.0
10-12						19.4	19.2	22.6	18.0	20.2	27.4	21.2
13-15							27.3	26.1	24.0	26.0	22.8	25.7
16-20								26.1	25.8	26.7	18.4	26.1
21-25									24.2	26.0	23.5	25.2
26-30										25.3	26.3	25.5
Over 30											25.7	25.7
Total Personnel	(b)	0.4	14.3	12.4	13.3	16.2	20.7	22.1	22.4	23.9	22.8	20.4

NOTE: See Survey Form 4, question 61.

^aNumbers in this table are not row or column percents but are the average percent of their service time that officer personnel have spent overseas.

^bData unavailable.

Table 165

AVERAGE PERCENT TIME SPENT OVERSEAS BY ARMY OFFICERS BY CURRENT
YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	Total
1	(b)	0.0	0.0	0.0	0.0	(b)	(b)	0.0	0.0	(b)	(b)	0.0
2		0.0	19.8	21.0	0.0	0.0	(b)	15.9	0.0	25.0	(b)	15.8
3-4			30.1	29.2	19.5	4.9	34.5	27.3	33.2	0.0	(b)	29.6
5-6				27.5	21.6	19.2	0.0	24.5	26.8	30.2	(b)	25.0
7-9					24.8	26.6	0.0	30.4	30.6	29.0	13.9	28.9
10-12						26.7	29.7	29.4	28.8	26.9	(b)	28.8
13-15							35.4	31.0	29.6	31.9	53.3	31.2
16-20								34.4	32.5	32.4	20.2	33.5
21-25									28.4	34.9	36.7	32.6
26-30										32.2	33.4	32.5
Over 30											32.4	32.4
Total Personnel	(b)	0.0	25.6	25.8	21.2	21.0	28.4	30.1	29.9	31.6	28.2	28.7

NOTE: See Survey Form 4, question 61.

^aNumbers in this table are not row or column percents but are the average percent of their service time that officer personnel have spent overseas.

^bData unavailable.

Table 166

AVERAGE PERCENT TIME SPENT OVERSEAS BY NAVY OFFICERS BY CURRENT
YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	
1	(b)	0.0	1.0	0.0	0.0	0.0	(b)	0.0	0.0	0.0	(b)	0.3
2		0.0	5.2	3.2	7.4	22.3	(b)	1.4	7.4	0.0	(b)	4.6
3-4			13.4	8.8	4.0	20.8	(b)	8.6	12.9	8.8	(b)	9.9
5-6				16.7	16.8	6.6	(b)	18.7	6.2	11.1	0.0	15.5
7-9					12.8	8.1	5.4	16.4	18.8	16.2	15.7	14.4
10-12						15.2	12.2	18.3	16.9	19.7	30.0	17.5
13-15							19.2	20.8	20.3	21.3	3.2	20.5
16-20								20.2	22.9	25.4	24.7	22.2
21-25									21.8	21.2	19.7	21.3
26-30										22.2	24.9	22.9
Over 30											22.2	22.2
Total Personnel	(b)	0.0	8.0	9.0	11.9	12.0	13.0	17.0	19.6	20.8	21.2	16.0

NOTE: See Survey Form 4, question 61.

^aNumbers in this table are not row or column percents but are the average percent of their service time that officer personnel have spent overseas.

^bData unavailable.

Table 167

AVERAGE PERCENT TIME SPENT OVERSEAS BY MARINE CORPS OFFICERS BY CURRENT
YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit										
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30
1	(b)	(b)	0.0	0.0	0.0	0.0	(b)	5.9	(b)	0.0	0.0
2		25.0	3.8	5.6	0.0	0.0	(b)	2.5	8.3	7.1	2.1
3-4			9.7	6.7	2.3	15.0	(b)	10.1	6.5	7.6	4.7
5-6				13.1	8.0	26.1	(b)	12.9	7.8	13.5	8.5
7-9					10.6	10.9	12.5	17.5	23.5	20.3	12.4
10-12						18.3	15.5	21.9	18.9	19.5	16.7
13-15							18.1	24.4	26.7	24.6	20.6
16-20								23.6	23.0	22.0	24.4
21-25									25.2	26.9	24.1
26-30										24.3	24.6
Over 30										25.1	25.3
Total Personnel	(b)	25.0	6.8	7.4	7.7	15.2	16.7	18.2	21.0	21.7	25.2
										22.6	16.7

NOTE: See Survey Form 4, question 61.

^aNumbers in this table are not row or column percents but are the average percent of their service time that officer personnel have spent overseas.

^bData unavailable.

Table 168

AVERAGE PERCENT TIME SPENT OVERSEAS BY AIR FORCE OFFICERS BY CURRENT
YEAR OF SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit										
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30
1	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)
2		0.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	2.0	(b)
3-4			5.0	5.0	3.3	10.4	0.0	6.5	5.5	3.6	0.0
5-6				6.8	6.0	18.3	24.7	16.4	10.2	10.5	(b)
7-9					16.3	16.0	18.7	14.7	14.9	16.4	5.6
10-12						19.5	12.5	19.6	11.9	13.0	(b)
13-15							23.0	23.7	21.3	22.6	21.2
16-20								22.7	23.7	23.4	15.9
21-25									23.1	22.6	23.7
26-30										23.4	22.3
Over 30											24.2
Total Personnel	(b)	0.0	4.2	5.3	10.2	16.7	18.4	18.0	19.4	19.5	20.3
											16.7

NOTE: See Survey Form 4, question 61.

^aNumbers in this table are not row or column percents but are the average percent of their service time that officer personnel have spent overseas.

^bData unavailable.

Table 169
NAVY ENLISTED PERSONNEL'S AVERAGE PERCENT TIME SPENT ON SEA DUTY BY CURRENT YEAR OF
SERVICE AND EXPECTED TOTAL YEARS^a

Year of Service	Expected Total Years at Exit											
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	Total
1	0.0	(h)	0.0	6.3	0.0	0.0	(b)	0.0	0.0	0.0	(b)	2.2
2		49.9	27.1	26.2	27.3	0.0	(b)	20.2	100.0	(b)	(h)	26.9
3-4			60.4	51.8	53.7	28.7	(b)	49.1	25.0	0.0	(b)	56.1
5-6				57.7	54.4	60.1	100.0	58.3	39.3	29.9	(b)	56.7
7-9					49.7	50.9	38.5	49.3	43.4	56.0	(b)	49.7
10-12						48.5	57.2	47.7	50.1	63.2	18.2	48.7
13-15							49.7	53.4	53.9	61.2	(h)	53.6
16-20								52.5	53.7	53.9	43.8	52.9
21-25									53.2	47.5	(b)	50.7
26-30										49.1	9.4	45.6
Total Personnel	0.0	49.9	50.5	49.6	50.3	49.6	50.5	51.0	52.4	49.6	17.9	50.4

NOTE: See Survey Form 2, question 64.

^aNumbers in this table are not row or column percents but are the average percent of their service time that enlisted personnel have spent overseas.

^bData unavailable.

Table 170

NAVY OFFICERS' AVERAGE PERCENT TIME SPENT ON SEA DUTY BY CURRENT YEAR OF SERVICE
AND EXPECTED TOTAL YEARS

Year of Service	Expected Total Years at Exit										
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30
1	(b)	0.0	0.0	0.0	0.0	(b)	(b)	0.0	(b)	0.0	0.0
2		0.0	23.3	13.5	0.0	13.9	(b)	28.1	0.0	(b)	17.1
3-4			45.8	28.7	36.1	50.0	(b)	33.8	41.3	39.2	35.3
5-6				46.8	39.1	11.7	(b)	41.4	28.4	45.3	40.0
7-9					33.1	21.4	26.1	37.1	38.3	44.1	34.7
10-12						39.0	35.5	38.7	41.4	60.0	39.6
13-15							37.1	40.6	41.6	40.1	40.5
16-20								42.5	38.9	45.9	42.1
21-25									37.6	41.4	40.1
26-30										40.3	38.3
Over 30											29.3
Total Personnel	(b)	0.0	35.9	31.4	32.3	28.1	34.4	39.1	38.6	42.2	34.1
											37.6

NOTE: See Survey Form 4, question 62.

^aNumbers in this table are not row or column percents but are the average percent of their service time that officer personnel have spent overseas.

^bData unavailable.

Table 171

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
ADJUSTING TO A HIGHER COST OF LIVING

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	25.2	22.3	19.5	20.4	22.6
	41.2	25.4	7.8	25.5	
Somewhat of a Problem	25.5	26.5	22.0	22.6	24.3
	37.4	28.1	8.2	26.2	
A Slight Problem	19.8	18.7	20.4	20.0	19.6
	37.3	24.6	9.4	28.7	
Not a Problem	29.2	31.1	35.6	36.3	32.3
	33.5	24.8	10.0	31.7	
Don't Know	1.3	1.3	2.5	0.8	1.3
	37.9	27.2	17.8	17.1	
Total Personnel	537,038	373,415	131,633	409,054	1,451,141
	37.0	25.7	9.1	28.2	

NOTE: See Survey Form 2, question 44.

Table 172

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
MOVING AND SETTING UP A NEW HOUSEHOLD

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	19.2 40.4	15.9 23.5	14.6 6.9	16.4 29.3	17.1
Somewhat of a Problem	29.5 36.0	28.8 24.8	22.7 6.2	31.9 33.0	29.5
A Slight Problem	25.1 35.0	27.1 26.5	27.6 8.6	25.2 29.8	25.8
Not a Problem	23.9 33.5	26.1 25.8	32.1 10.1	25.7 30.6	25.7
Don't Know	2.3 45.5	2.1 28.8	3.0 13.3	0.7 12.4	1.8
Total Personnel	454,926 36.1	319,907 25.4	101,967 8.1	385,313 30.5	1,262,150

NOTE: See Survey Form 2, question 44.

Table 173

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
PAYING FOR UNREIMBURSED MOVING EXPENSES

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	21.8 39.5	19.0 23.9	17.8 7.3	19.0 29.4	19.9
Somewhat of a Problem	19.5 37.6	18.1 24.3	13.8 6.0	19.5 32.1	18.7
A Slight Problem	15.7 35.2	16.4 25.5	15.6 7.9	16.4 31.4	16.1
Not a Problem	38.8 34.2	40.4 24.8	45.3 9.0	42.5 32.0	40.9
Don't Know	4.1 33.4	6.0 34.1	7.5 13.8	2.7 18.7	4.4
Total Personnel	429,849 36.0	298,879 25.1	97,338 8.2	367,221 30.8	1,193,287

NOTE: See Survey Form 2, question 44.

Table 174

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
FINDING OFF-DUTY EMPLOYMENT

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	18.1 43.0	13.2 23.4	14.4 9.2	12.6 24.4	14.9
Somewhat of a Problem	11.7 35.5	11.6 26.4	11.9 9.7	11.5 28.4	11.6
A Slight Problem	8.6 29.7	10.8 28.0	11.2 10.5	11.3 31.8	10.2
Not a Problem	39.0 33.4	38.9 25.0	38.3 8.8	47.0 32.8	41.2
Don't Know	22.6 36.0	25.6 30.6	24.2 10.4	17.7 23.1	22.2
Total Personnel	373,038 35.3	279,942 26.5	100,400 9.5	304,543 28.8	1,057,923

NOTE: See Survey Form 2, question 44.

Table 175

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
FINDING CIVILIAN EMPLOYMENT FOR SPOUSE OR DEPENDENTS

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	24.2	18.7	19.4	20.6	21.4
	42.8	21.0	7.1	29.2	
Somewhat of a Problem	16.9	17.6	16.0	16.4	16.8
	38.0	25.1	7.4	29.5	
A Slight Problem	13.2	15.7	13.3	15.3	14.4
	34.6	26.1	7.2	32.1	
Not a Problem	33.3	34.7	37.6	39.2	35.7
	35.2	23.4	8.2	33.3	
Don't Know	12.4	13.4	13.8	8.6	11.6
	40.5	27.7	9.3	22.6	
Total Personnel	327,098	207,875	67,617	262,442	865,032
	37.8	24.0	7.8	30.3	

NOTE: See Survey Form 2, question 44.

Table 176

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
CONTINUING EDUCATION

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	21.9	13.5	15.3	9.2	15.6
	52.0	22.3	9.2	16.5	
Somewhat of a Problem	19.1	14.5	12.7	11.3	15.1
	46.8	24.5	7.9	20.9	
A Slight Problem	15.1	13.5	13.5	12.3	13.8
	40.5	25.2	9.3	25.1	
Not a Problem	39.2	49.1	50.3	62.2	49.2
	29.4	25.6	9.7	35.4	
Don't Know	4.7	9.5	8.2	5.0	6.4
	27.4	38.2	12.2	22.2	
Total Personnel	535,186	371,202	136,644	405,275	1,448,306
	37.0	25.6	9.4	28.0	

NOTE: See Survey Form 2, question 44.

Table 177

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
FINDING PERMANENT HOUSING

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	18.5 39.6	16.9 26.6	14.4 7.0	14.4 26.9	16.5
Somewhat of a Problem	16.9 34.8	17.5 26.4	13.9 6.5	18.0 32.3	17.2
A Slight Problem	16.9 32.4	19.6 27.5	18.5 8.0	19.2 32.0	18.4
Not a Problem	42.8 35.1	39.8 23.9	45.4 8.4	45.6 32.6	43.1
Don't Know	4.9 35.4	6.3 33.7	7.8 12.8	2.9 18.1	4.9
Total Personnel	429,671 35.3	315,407 25.9	97,223 8.0	374,774 30.8	1,217,075

NOTE: See Survey Form 2, question 44.

Table 178

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
FINDING SHOPPING AREAS, RECREATION FACILITIES, ETC.

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	7.1 41.6	4.3 18.2	6.8 10.2	6.4 29.9	6.1
Somewhat of a Problem	9.4 39.5	6.5 19.8	7.9 8.4	9.8 32.4	8.7
A Slight Problem	15.3 41.6	11.7 23.0	11.3 7.8	12.8 27.6	13.3
Not a Problem	33.9 65.7	28.2 75.7	9.3 71.2	28.6 70.0	70.0
Don't Know	2.6 47.8	1.9 25.4	2.7 13.0	0.9 13.8	1.9
Total Personnel	539,875 36.1	390,332 26.1	136,812 9.2	426,892 28.6	1,493,912

NOTE: See Survey Form 2, question 44.

Table 179

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
 --ADJUSTMENT OF CHILDREN TO A NEW ENVIRONMENT

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	7.0 43.7	6.6 25.2	4.6 5.4	5.1 25.8	6.1
Somewhat of a Problem	9.1 40.8	8.3 22.8	7.0 5.8	8.6 30.6	8.6
A Slight Problem	37.5 18.0	25.6 20.1	5.9 15.2	31.1 18.7	18.5
Not a Problem	55.8 36.7	56.4 22.7	60.6 7.4	63.0 33.2	58.5
Don't Know	10.1 47.3	8.6 24.6	12.5 10.8	4.6 17.3	8.2
Total Personnel	295,547 38.5	180,685 23.6	54,827 7.2	236,196 30.8	767,255

NOTE: See Survey Form 2, question 44.

Table 180

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
 --ADJUSTMENT OF SPOUSE TO A NEW ENVIRONMENT

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	13.9 44.6	10.9 22.1	11.7 7.3	9.6 26.1	11.7
Somewhat of a Problem	14.0 35.9	15.1 24.5	13.7 6.8	15.0 32.7	14.6
A Slight Problem	23.4 35.7	26.5 25.6	23.5 7.0	24.5 31.8	24.5
Not a Problem	43.6 35.7	44.0 22.8	45.2 7.2	49.3 34.3	45.6
Don't Know	5.1 52.0	3.5 22.8	6.0 12.1	1.5 13.2	3.6
Total Personnel	351,630 37.4	222,350 23.6	68,359 7.3	298,180 31.7	940,519

NOTE: See Survey Form 2, question 44.

Table 181

PCS-RELATED PROBLEMS EXPERIENCED BY ENLISTED PERSONNEL
ADJUSTING TO A NEW ENVIRONMENT

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	7.0 41.4	5.9 25.3	6.1 9.3	5.3 24.0	6.2
Somewhat of a Problem	12.3 39.8	10.6 24.9	10.0 8.4	10.7 26.9	11.2
A Slight Problem	20.3 34.3	22.2 27.2	19.7 8.6	22.9 29.9	21.5
Not a Problem	58.9 35.5	60.3 26.5	62.6 9.8	60.6 28.2	60.1
Don't Know	1.5 47.7	1.0 23.5	1.7 14.2	0.6 14.6	1.1
Total Personnel	557,079 36.2	404,998 26.3	144,638 9.4	430,749 28.0	1,537,464

NOTE: See Survey Form 2, question 44.

Table 182

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
ADJUSTING TO A HIGHER COST OF LIVING

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	17.4	18.6	17.9	13.3	16.2
	35.0	26.5	7.3	31.2	
Somewhat of a Problem	23.5	24.9	22.4	23.9	23.9
	31.9	24.0	6.2	37.9	
A Slight Problem	18.9	18.6	15.8	19.2	18.7
	32.8	22.8	5.6	38.8	
Not a Problem	39.8	37.7	43.6	43.4	40.9
	31.5	21.2	7.1	40.2	
Don't Know	0.4	0.2	0.4	0.4	0.3
	37.6	12.4	8.7	41.3	
Total Personnel	77,097	54,714	15,803	90,286	237,901
	32.4	23.0	6.6	38.0	

NOTE: See Survey Form 4, question 46.

Table 183

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
MOVING AND SETTING UP A NEW HOUSEHOLD

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	15.1 33.4	14.7 23.0	13.5 6.0	14.3 37.6	14.6
Somewhat of a Problem	35.0 32.2	34.5 22.4	31.7 5.9	36.3 39.6	35.2
A Slight Problem	29.6 31.5	31.2 23.4	31.4 6.7	30.6 38.4	30.5
Not a Problem	20.2 33.2	19.7 22.8	23.1 7.7	18.6 36.3	19.7
Don't Know	0.2 37.0	0.0 6.5	0.3 11.8	0.2 44.7	0.1
Total Personnel	77,978 32.4	54,981 22.8	15,742 6.5	92,266 38.3	240.967

NOTE: See Survey Form 4, question 46.

Table 184

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
PAYING FOR UNREIMBURSED MOVING EXPENSES

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	13.3 34.5	12.2 22.6	12.6 6.6	11.8 36.3	12.4
Somewhat of a Problem	24.0 33.6	21.4 21.2	21.3 6.0	23.8 39.3	23.2
A Slight Problem	23.8 31.9	23.3 22.2	20.8 5.6	25.4 40.3	24.1
Not a Problem	38.5 31.2	42.5 24.4	44.4 7.2	38.7 37.2	39.9
Don't Know	0.4 29.5	0.7 32.3	0.9 12.3	0.3 26.0	0.5
Total Personnel	75,016 32.3	53,210 22.9	15,059 6.5	88,775 38.3	232,060

NOTE: See Survey Form 4, question 46.

Table 185

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
FINDING OFF-DUTY EMPLOYMENT

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	3.8 40.5	3.7 27.9	2.2 4.5	2.5 27.1	3.2
Somewhat of a Problem	3.5 39.4	2.5 19.8	1.7 3.7	3.2 37.2	3.1
A Slight Problem	3.6 32.2	3.9 24.9	1.4 2.3	4.4 40.6	3.8
Not a Problem	75.0 33.7	74.7 23.7	77.9 6.7	77.4 35.9	75.9
Don't Know	14.1 34.5	15.2 26.1	16.9 7.9	12.5 31.5	14.0
Total Personnel	31,401 34.2	22,139 24.1	5991 6.5	32,338 35.2	91,868

NOTE: See Survey Form 4, question 46.

Table 186

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
FINDING CIVILIAN EMPLOYMENT FOR
SPOUSE OR DEPENDENTS

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	16.9 32.3	16.5 21.6	18.7 7.1	17.7 39.1	17.2
Somewhat of a Problem	20.1 36.6	16.9 21.0	16.6 6.0	17.2 36.3	18.1
A Slight Problem	15.0 30.6	19.0 26.6	15.1 6.1	15.5 36.7	16.1
Not a Problem	42.6 32.6	42.0 22.0	43.7 6.6	43.9 38.8	43.0
Don't Know	5.3 31.3	5.7 22.7	6.0 7.0	5.7 39.0	5.6
Total Personnel	43,924 32.9	30,125 22.5	8724 6.5	50,888 38.1	133,661

NOTE: See Survey Form 4, question 46.

Table 187

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
CONTINUING AN EDUCATION

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	21.2 43.5	15.7 21.0	16.1 6.5	12.1 29.0	16.1
Somewhat of a Problem	15.9 37.7	13.8 21.4	15.3 7.1	12.1 33.8	13.9
A Slight Problem	11.9 35.8	10.3 20.3	10.3 6.1	10.7 37.8	11.0
Not a Problem	49.0 28.7	56.4 21.6	54.4 6.3	63.1 43.4	56.4
Don't Know	2.0 26.8	3.8 32.7	4.0 10.4	1.9 30.2	2.5
Total Personnel	67,286 33.1	43,914 21.6	13,263 6.5	78,892 38.8	203,354

NOTE: See Survey Form 4, question 46.

Table 188

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
FINDING PERMANENT HOUSING

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	14.5 35.8	13.4 23.1	16.3 7.8	11.3 33.3	13.2
Somewhat of a Problem	17.2 30.6	18.2 22.7	18.5 6.4	19.0 40.3	18.2
A Slight Problem	18.9 28.6	23.0 24.5	18.2 5.4	23.1 41.6	21.4
Not a Problem	48.7 33.8	44.9 21.9	45.7 6.2	46.2 38.2	46.7
Don't Know	0.8 41.7	0.5 18.1	1.2 12.1	0.4 28.1	0.6
Total Personnel	74,990 32.4	52,605 22.7	14,518 6.3	89,358 38.6	231,470

NOTE: See Survey Form 4, question 46.

Table 189

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
FINDING SHOPPING AREAS, RECREATION
FACILITIES, ETC.

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	5.7 33.6	3.9 16.6	6.5 7.8	6.1 41.9	5.5
Somewhat of a Problem	11.2 36.2	6.3 14.5	10.1 6.7	11.3 42.7	10.0
A Slight Problem	14.2 33.8	12.4 21.1	12.4 6.1	14.0 39.1	13.6
Not a Problem	68.5 31.4	77.0 25.2	70.5 6.6	68.4 36.7	70.6
Don't Know	0.4 40.4	0.3 22.9	0.5 10.6	0.2 26.1	0.3
Total Personnel	78,082 32.4	55,744 23.1	15,979 6.6	91,384 37.9	241,189

NOTE: See Survey Form 4, question 46.

Table 190

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
 --ADJUSTMENT OF CHILDREN TO A NEW ENVIRONMENT

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Force
A Serious Problem	5.5 32.7	5.7 21.9	5.5 5.9	5.4 39.5	5.5
Somewhat of a Problem	13.2 32.6	12.6 20.1	13.0 5.8	13.6 41.5	13.2
A Slight Problem	25.9 31.4	26.8 21.2	24.4 5.4	28.0 42.0	26.9
Not a Problem	54.0 32.9	54.3 21.6	55.9 6.2	52.1 39.3	53.4
Don't Know	1.4 43.0	0.6 13.2	1.3 7.3	0.9 36.5	1.0
Total Personnel	47,858 32.6	31,132 21.2	8720 5.9	59,253 40.3	146,963

NOTE: See Survey Form 4, question 46.

Table 191

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
 --ADJUSTMENT OF SPOUSE TO A NEW ENVIRONMENT

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	8.8 33.2	8.1 20.5	7.5 5.3	8.9 41.0	8.6
Somewhat of a Problem	14.1 30.0	14.6 21.0	14.5 5.8	16.6 43.2	15.2
A Slight Problem	27.1 32.1	27.9 22.3	26.5 5.9	27.4 39.6	27.4
Not a Problem	49.3 33.1	49.2 22.3	50.8 6.5	56.6 38.2	48.3
Don't Know	0.7 42.5	0.2 8.8	0.8 9.7	0.5 39.0	0.5
Total Personnel	62,011 32.4	41,848 21.9	11,732 6.1	75,681 39.6	191,272

NOTE: See Survey Form 4, question 46.

Table 192

PCS-RELATED PROBLEMS EXPERIENCED BY OFFICERS
ADJUSTING TO A NEW ENVIRONMENT

Seriousness of Problem	Army	Navy	Marine Corps	Air Force	DoD Total
A Serious Problem	3.5 38.3	2.3 17.7	2.0 4.5	3.1 39.5	3.0
Somewhat of a Problem	9.3 32.4	9.2 22.9	8.0 5.8	9.5 38.9	9.2
A Slight Problem	22.1 32.3	20.7 21.6	19.5 5.9	23.4 40.2	22.1
Not a Problem	65.0 32.0	67.7 23.9	70.1 7.2	63.9 37.0	65.6
Don't Know	0.1 24.9	0.2 29.8	0.4 17.8	0.1 27.5	0.2
Total Personnel	78,596 32.3	56,160 23.1	16,258 6.7	92,238 37.9	243,252

NOTE: See Survey Form 4, question 46.

Table 193

UNREIMBURSED PCS COSTS OF ENLISTED PERSONNEL

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	56.4	29.7	24.8	21.3	43.5
	75.7	11.4	5.1	7.8	
\$1 to \$200	16.4	13.8	10.3	6.9	13.9
	68.9	16.5	6.6	8.0	
\$201 to \$400	8.6	15.0	12.9	10.5	10.3
	48.4	24.1	11.2	16.3	
\$401 to \$1000	14.0	27.2	31.2	32.9	20.7
	39.3	21.9	13.5	25.4	
Over \$1000	4.7	14.3	20.9	28.4	11.5
	23.7	20.7	16.2	39.4	
Total Personnel	893,906	255,044	137,112	245,016	1,531,078
	58.4	16.7	9.0	16.0	

NOTE: See Survey Form 2, question 45.

Table 194

UNREIMBURSED PCS COSTS OF ARMY ENLISTED PERSONNEL

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	57.5	28.9	21.7	22.7	44.8
	77.7	11.7	4.0	6.7	
\$1 to \$200	14.2	12.5	9.4	6.4	12.5
	68.8	18.2	6.1	6.8	
\$201 to \$400	8.1	14.8	14.0	10.1	10.1
	48.6	26.7	11.4	13.3	
\$401 to \$1000	14.7	27.2	32.0	32.3	20.7
	43.0	23.8	12.6	20.6	
Over \$1000	5.5	16.6	22.9	28.4	12.0
	27.9	25.1	15.6	31.4	
Total Personnel	335,230	100,469	45,180	73,158	554,036
	60.5	18.1	8.2	13.2	

NOTE: See Survey Form 2, question 45.

Table 195

UNREIMBURSED PCS COSTS OF NAVY ENLISTED PERSONNEL

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	55.8	33.8	29.2	25.1	45.1
	73.6	12.1	5.6	8.7	
\$1 to \$200	18.4	15.3	10.6	7.2	15.5
	70.8	16.0	5.9	7.3	
\$201 to \$400	9.1	14.2	11.7	10.5	10.4
	52.3	22.2	9.7	15.8	
\$401 to \$1000	12.8	23.5	32.0	32.5	19.3
	39.6	19.7	14.4	26.3	
Over \$1000	3.9	13.2	16.5	24.7	9.7
	23.7	22.0	14.7	39.6	
Total Personnel	245,077	66,644	35,556	64,136	411,413
	59.6	16.2	8.6	15.6	

NOTE: See Survey Form 2, question 45.

Table 196

UNREIMBURSED PCS COSTS OF MARINE CORPS ENLISTED PERSONNEL

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	63.6	33.7	26.8	30.3	55.5
	85.9	7.3	2.6	4.3	
\$1 to \$200	14.7	12.7	10.3	7.7	13.7
	80.4	11.2	4.0	4.4	
\$201 to \$400	7.8	16.7	16.3	11.0	9.6
	61.1	20.9	9.1	8.9	
\$401 to \$1000	10.3	26.8	29.8	29.1	14.8
	52.1	21.8	10.7	15.4	
Over \$1000	3.6	10.0	16.8	21.9	6.5
	41.5	18.5	13.7	26.3	
Total Personnel	106,531	17,072	7554	11,103	142,261
	74.9	12.0	5.3	7.8	

NOTE: See Survey Form 2, question 45.

Table 197

UNREIMBURSED PCS COSTS OF AIR FORCE ENLISTED PERSONNEL

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	51.7	26.1	24.1	16.6	36.3
	69.8	12.1	7.7	10.5	
\$1 to \$200	18.5	14.4	10.9	7.0	14.3
	63.3	16.8	8.8	11.2	
\$201 to \$400	9.0	15.4	12.1	10.8	10.8
	40.5	23.8	12.9	22.8	
\$401 to \$1000	15.9	31.0	30.1	34.1	24.2
	32.2	21.4	14.3	32.1	
Over \$1000	4.8	13.1	22.8	31.5	14.4
	16.5	15.3	18.3	50.0	
Total Personnel	207,155	70,865	48,824	96,630	423,474
	48.9	16.7	11.5	22.8	

NOTE: See Survey Form 2, question 45.

Table 198

UNREIMBURSED PCS COSTS OF OFFICERS

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	35.5	20.7	12.5	12.0	21.3
	52.6	19.7	9.4	18.4	
\$1 to \$200	22.3	14.0	9.6	5.9	13.3
	52.8	21.4	11.5	14.3	
\$201 to \$400	12.7	13.0	11.2	9.6	11.5
	34.7	22.9	15.5	26.9	
\$401 to \$1000	22.1	32.5	35.4	34.5	30.4
	22.9	21.7	18.5	36.8	
Over \$1000	7.4	19.8	31.3	38.0	23.6
	9.8	17.0	21.0	52.2	
Total Personnel	76,314	49,210	38,561	78,645	242,730
	31.4	20.3	15.9	32.4	

NOTE: See Survey Form 4, question 47.

Table 199

UNREIMBURSED PCS COSTS OF ARMY OFFICERS

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	36.5	18.9	13.5	11.1	21.5
	55.5	19.1	10.4	15.0	
\$1 to \$200	21.6	15.6	10.1	6.1	13.9
	50.8	24.3	12.1	12.9	
\$201 to \$400	11.0	15.5	14.0	11.9	12.7
	28.2	26.5	18.2	27.1	
\$401 to \$1000	25.2	32.8	33.5	38.3	32.1
	25.7	22.2	17.4	34.8	
Over \$1000	5.8	17.2	28.9	32.6	19.9
	9.4	18.8	24.1	47.7	
Total Personnel	25,669	17,070	13,044	22,860	78,643
	32.6	21.7	16.6	29.1	

NOTE: See Survey Form 4, question 47.

Table 200

UNREIMBURSED PCS COSTS OF NAVY OFFICERS

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	37.6	21.7	14.2	14.5	23.7
	55.1	15.3	9.2	20.5	
\$1 to \$200	23.6	16.7	8.6	6.4	14.4
	56.8	19.3	9.1	14.8	
R201 to \$400	11.6	13.9	8.8	8.1	10.4
	38.7	22.3	13.0	26.0	
\$400 to \$1000	20.6	29.0	38.8	33.6	29.1
	24.6	16.6	20.4	38.5	
Over \$1000	6.6	18.7	29.7	37.5	22.5
	10.3	13.9	20.2	55.7	
Total Personnel	19,704	9459	8692	18,978	56,833
	34.7	16.6	15.3	33.4	

NOTE: See Survey Form 4, question 47.

Table 201

UNREIMBURSED PCS COSTS OF MARINE CORPS OFFICERS

Unreimbursed Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	43.3	24.1	16.5	18.9	28.8
	56.7	16.6	8.3	18.5	
\$1 to \$200	22.6	13.5	13.1	6.7	15.0
	56.9	17.8	12.7	12.6	
\$201 to \$400	13.1	13.7	12.8	12.1	12.9
	38.2	20.9	14.3	26.5	
\$401 to \$1000	16.1	28.2	28.9	33.4	25.2
	24.1	22.1	16.5	37.3	
Over \$1000	4.9	20.5	28.7	28.8	18.1
	10.2	22.3	22.8	44.7	
Total Personnel	6259	3282	2395	4677	16,612
	37.7	19.8	14.4	28.2	

NOTE: See Survey Form 4, question 47.

Table 202

UNREIMBURSED PCS COSTS OF AIR FORCE OFFICERS

Moving Expenses	Year of Service				Total
	1 to 6	7 to 10	11 to 14	Over 14	
None	31.0	21.1	10.0	10.3	18.2
	46.4	24.8	8.7	20.1	
\$1 to \$200	22.0	11.5	9.2	5.2	11.8
	50.9	20.9	12.5	15.8	
\$201 to \$400	15.2	10.2	10.0	8.4	10.9
	38.0	20.0	14.6	27.4	
\$401 to \$1000	21.6	34.7	36.0	32.5	30.6
	19.3	24.3	18.8	37.7	
Over \$1000	10.3	22.5	34.8	43.6	28.6
	9.8	16.8	19.4	54.0	
Total Personnel	24,685	19,402	14,431	32,134	90,651
	27.2	21.4	15.9	35.5	

NOTE: See Survey Form 4, question 47.

Table 203
 DISTRIBUTION OF UNREIMBURSED PCS COSTS OF ENLISTED PERSONNEL BY
 MARITAL STATUS AND DEPENDENTS

Unreimbursed Moving Expenses	Not Married		Married			Total
	With No Dependents	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	70.4 53.9	53.5 6.3	40.2 13.9	23.9 23.9	20.3 2.0	43.0
\$1 to \$200	17.4 41.3	14.1 5.1	13.9 14.9	12.0 37.0	5.7 1.7	13.9
\$201 to \$400	5.4 17.2	9.1 4.5	10.9 15.8	13.8 57.5	12.5 5.1	10.3
\$401 to \$1000	5.0 7.9	16.6 4.0	25.0 17.7	31.1 63.4	34.9 6.9	21.0
Over \$1000	1.8 5.0	6.7 2.9	10.0 12.6	19.2 70.0	26.6 9.5	11.7
Total Personnel	497,304 33.0	76,346 5.1	224,886 14.9	647,563 42.9	63,147 4.2	1,509,246

NOTE: See Survey Form 2, question 45.

Table 204
 DISTRIBUTION OF UNREIMBURSED PCS COSTS OF OFFICERS BY
 MARITAL STATUS AND DEPENDENTS

Unreimbursed Moving Expenses	Not Married		Married			Total
	With No Dependents	With Dependents	Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	44.6 36.9	22.6 2.6	24.7 20.6	13.6 35.5	13.2 4.4	21.2
\$1 to \$200	23.8 31.6	10.4 1.9	18.8 25.1	9.1 38.0	6.5 3.5	13.3
\$201 to \$400	9.4 14.5	14.1 3.0	14.0 21.7	11.4 55.1	9.2 5.7	11.4
\$401 to \$1000	15.8 9.1	34.1 2.7	27.2 15.8	35.7 64.8	32.1 7.5	30.4
Over \$1000	6.3 4.7	18.7 1.9	15.4 11.4	30.2 70.3	39.1 11.7	23.7
Total Personnel	42,357 17.6	5862 2.4	42,683 17.7	133,266 55.2	17,106 7.1	241,273

NOTE: See Survey Form 4, question 47.

Table 205

NUMBER OF LOCATION PREFERENCES SUBMITTED BY
ENLISTED PERSONNEL PRIOR TO A PCS

Number of Preferences	Army	Navy	Marine Corps	Air Force	DoD Total
0	38.1	29.8	51.9	22.1	32.8
	42.6	24.2	14.7	18.6	
1	15.3	8.6	6.8	8.7	10.9
	51.4	21.0	5.8	21.9	
2	20.3	9.3	6.2	5.5	12.0
	61.9	20.7	4.8	12.6	
3	20.2	33.3	31.7	10.7	22.1
	33.3	40.2	13.3	13.3	
4	3.2	7.8	1.6	9.5	6.0
	19.3	34.7	2.4	43.6	
Over 4	3.0	11.3	1.8	43.5	16.2
	6.7	18.5	1.0	73.8	
Total Personnel	565,922	412,868	143,057	425,837	1,547,684
	36.6	26.7	9.2	27.5	

NOTE: See Survey Form 2, question 46.

Table 206

NUMBER OF LOCATION PREFERENCES SUBMITTED BY OFFICERS
PRIOR TO A PCS

Number of Preferences	Army	Navy	Marine Corps	Air Force	DoD Total
0	25.1 34.3	22.8 22.7	23.8 6.8	22.7 36.2	23.6
1	13.6 38.1	12.0 24.6	5.9 3.5	10.3 33.8	11.5
2	9.6 29.1	12.8 28.1	7.6 4.8	10.8 38.0	10.7
3	32.2 29.1	31.7 20.9	59.1 11.3	36.7 38.7	35.6
4	6.8 34.6	6.8 25.3	1.2 1.3	6.6 38.9	6.4
Over 4	12.8 33.2	13.9 26.4	2.5 1.4	12.9 39.1	12.4
Total Personnel	78,919 32.2	57,524 23.5	16,603 6.8	92,004 37.6	245,051

NOTE: See Survey Form 4, question 48.

Table 207

DISTRIBUTION OF LOCATION PREFERENCES ACTUALLY
RECEIVED BY ENLISTED PERSONNEL

Choice Received	Army	Navy	Marine Corps	Air Force	DoD Total
Other Than Requested	52.0 41.4	36.6 23.3	53.2 9.3	37.1 26.0	43.3
First	30.9 36.3	31.1 29.2	25.5 6.5	27.1 28.0	29.4
Second	8.3 25.2	14.5 35.3	9.2 6.1	12.5 33.4	11.4
Third	6.5 23.8	12.5 36.6	11.0 8.8	9.6 30.8	9.5
Fourth	1.2 15.8	2.6 27.2	0.6 1.8	4.8 55.3	2.7
Fifth or Higher	1.1 9.4	2.7 19.1	0.5 0.9	9.0 70.7	3.9
Total Personnel	391,095 34.5	312,916 27.6	85,362 7.5	344,767 30.4	1,134,140

NOTE: See Survey Form 2, question 47.

Table 208

DISTRIBUTION OF LOCATION PREFERENCES ACTUALLY
RECEIVED BY OFFICERS

Choice Received	Army	Navy	Marine Corps	Air Force	DoD Total
Other Than Requested	34.5 35.5	23.9 18.3	33.4 7.4	32.0 38.9	31.0
First	41.8 31.3	47.9 26.8	47.4 7.6	38.8 34.3	42.5
Second	11.4 26.5	14.4 25.1	11.4 5.7	15.5 42.7	13.6
Third	7.7 30.4	9.4 27.6	6.6 5.6	7.8 36.4	8.1
Fourth	2.0 33.2	1.8 22.7	0.4 1.6	2.1 42.5	1.9
Fifth or Higher	2.7 28.8	2.6 21.4	0.9 2.1	3.7 47.6	2.9
Total Personnel	64,309 31.9	47,939 23.7	13,792 6.8	75,901 37.6	201,941

NOTE: See Survey Form 4, question 49.

Table 209

ENLISTED PERSONNEL'S EVALUATION OF CURRENT OR LAST OVERSEAS ASSIGNMENT^a

Characteristics of Current or Last Overseas Assignment	Assignment Location at Interview											
	Army		Navy		Marine Corps		Air Force		DoD Total			
	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS
Climate												
Mean	0.4	0.0	0.8	0.9	0.7	0.6	0.4	0.1	0.5	0.2		
Standard Deviation	1.0	1.1	1.2	1.1	0.0	1.1	0.1	1.2	1.1	1.2		
Distance to Population Center												
Mean	0.6	0.7	0.5	0.5	0.5	0.5	0.4	0.5	0.5	0.6		
Standard Deviation	1.2	1.0	1.2	1.2	0.1	1.1	0.3	1.1	1.2	1.1		
Cost of Living												
Mean	-0.2	-0.8	0.1	-0.5	-0.4	-0.6	0.0	-0.7	-0.1	-0.7		
Standard Deviation	1.4	1.1	1.3	1.1	0.2	1.1	0.3	1.1	1.3	1.1		
Availability of Military Housing												
Mean	-0.7	-0.6	-0.3	0.1	-0.1	-0.6	-0.6	-0.6	-0.6	-0.5		
Standard Deviation	1.2	1.2	1.3	1.3	0.2	1.3	0.2	1.2	1.2	1.2		
Availability of Civilian Housing												
Mean	-0.4	-0.5	-0.1	-0.1	-0.6	-0.3	-0.3	-0.4	-0.3	-0.4		
Standard Deviation	1.2	1.1	1.2	1.2	0.2	1.2	0.2	1.1	1.2	1.1		
Availability of Goods and Services												
Mean	0.1	-0.2	0.3	0.2	0.4	0.1	0.0	-0.2	0.1	-0.2		
Standard Deviation	1.1	1.1	1.1	1.1	0.1	1.2	0.1	1.1	1.1	1.1		
Recreational Facilities												
Mean	0.2	0.1	0.6	0.4	0.3	0.3	0.3	0.1	0.3	0.1		
Standard Deviation	1.2	1.1	1.2	1.2	0.2	1.1	0.1	1.1	1.2	1.1		

Table 209 (Continued)

ENLISTED PERSONNEL'S EVALUATION OF CURRENT OR LAST OVERSEAS ASSIGNMENT (Continued)

Characteristics of Current or Last Overseas Assignment	Assignment Location at Interview											
	Army		Navy		Marine Corps		Air Force		DoD Total			
	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS		
Attitudes of Residents Towards Americans												
Mean	0.1	-0.1	0.1	0.7	-0.4	-0.4	0.2	0.2	0.1	0.1	0.1	
Standard Deviation	1.2	1.0	1.2	1.1	0.1	1.1	0.1	1.0	1.2	1.2	1.1	
Availability of Civilian Work for Spouse or Dependents												
Mean	-0.7	-0.5	-0.7	-0.5	-0.9	-0.6	-0.9	-0.7	-0.8	-0.6	-0.6	
Standard Deviation	1.2	1.1	1.2	1.1	0.2	1.1	0.2	1.2	1.2	1.2	1.2	
Quality of Schools for Dependents												
Mean	-0.1	0.0	0.3	0.1	-0.1	0.0	0.1	0.1	0.3	0.1	0.1	
Standard Deviation	1.2	1.1	1.1	1.2	0.2	1.3	0.2	1.1	1.2	1.1	1.1	
Availability of Medical Care for Respondent												
Mean	0.5	0.2	0.8	0.6	0.7	0.7	0.6	0.5	0.6	0.4	0.4	
Standard Deviation	1.1	1.1	1.0	1.0	1.0	1.0	0.1	1.0	1.1	1.1	1.1	
Availability of Medical Care for Spouse or Dependents												
Mean	0.1	0.0	0.7	0.3	0.3	0.2	0.4	0.3	0.3	0.1	0.1	
Standard Deviation	1.3	1.2	1.2	1.2	1.3	1.3	0.2	1.1	1.3	1.2	1.2	

NOTE: See Survey Form 2, question 59.

^aNumbers in this table are not percentages. See page 164 for a discussion of their meaning.

Table 210

OFFICERS' EVALUATION OF CURRENT OR LAST OVERSEAS ASSIGNMENT^a

Characteristics of Current or Last Overseas Assignment	Assignment Location at Interview											
	Army		Navy		Marine Corps		Air Force		DoD Total			
	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS
Climate												
Mean	0.4	0.1	0.9	1.1	0.5	0.9	0.5	0.2	0.5	0.3		
Standard Deviation	1.1	1.1	1.2	1.1	1.0	1.1	1.1	1.3	1.1	1.2		
Distance to Population Center												
Mean	0.6	1.0	0.4	0.6	0.3	0.7	0.2	0.6	0.4	0.8		
Standard Deviation	1.3	1.0	1.4	1.4	1.2	1.2	1.4	1.2	1.4	1.1		
Cost of Living												
Mean	0.1	-0.7	0.1	0.5	-0.6	-0.8	0.5	-0.6	0.2	-0.6		
Standard Deviation	1.3	1.0	1.3	1.2	1.2	1.1	1.3	1.2	1.3	1.1		
Availability of Military Housing												
Mean	-0.2	-0.1	0.0	0.0	-0.8	-0.5	-0.2	-0.5	-0.2	-0.2		
Standard Deviation	1.3	1.3	1.4	1.4	1.3	1.3	1.4	1.3	1.4	1.3		
Availability of Civilian Housing												
Mean	-0.5	-0.4	-0.5	-0.4	-0.8	-0.4	0.6	-0.5	-0.6	-0.4		
Standard Deviation	1.2	1.0	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.1		
Availability of Goods and Services												
Mean	0.1	0.0	0.3	0.1	0.3	0.3	0.0	-0.1	0.1	0.0		
Standard Deviation	1.1	1.0	1.2	1.2	1.1	1.1	1.1	1.0	1.1	1.1		
Recreational Facilities												
Mean	0.2	0.2	0.6	0.6	0.2	0.6	0.3	0.3	0.3	0.3		
Standard Deviation	1.3	1.1	1.2	1.2	1.1	1.1	1.1	1.0	1.2	1.1		

Table 210 (Continued)
 OFFICERS' EVALUATION OF CURRENT OR LAST OVERSEAS ASSIGNMENT (Continued)

Characteristics of Current or Last Overseas Assignment	Assignment Location at Interview											
	Army		Navy		Marine Corps		Air Force		DoD Total			
	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS	CONUS	Non-CONUS		
Attitudes of Residents Towards Americans												
Mean	0.3	0.3	0.4	0.5	-0.3	0.0	0.3	0.5	0.3	0.4		
Standard Deviation	1.1	1.0	1.2	1.1	1.1	1.1	1.1	1.0	1.2	1.1		
Availability of Civilian Work for Spouse or Dependents												
Mean	-0.6	-0.4	-0.8	-0.5	-1.2	-0.7	-1.0	-0.9	-0.8	-0.6		
Standard Deviation	1.2	1.1	1.2	1.1	1.0	1.1	1.1	1.1	1.2	1.1		
Quality of Schools for Dependents												
Mean	-0.2	-0.1	-0.1	-0.2	-0.2	-0.2	-0.2	0.0	-0.2	-0.1		
Standard Deviation	1.2	1.0	1.2	1.2	1.2	1.1	1.2	1.1	1.2	1.1		
Availability of Medical Care for Respondent												
Mean	0.7	0.4	1.0	0.8	0.9	0.9	0.8	0.8	0.8	0.6		
Standard Deviation	1.1	1.1	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0		
Availability of Medical Care for Spouse or Dependents												
Mean	0.3	0.0	0.7	0.5	0.0	0.2	0.4	0.3	0.4	0.2		
Standard Deviation	1.2	1.2	1.1	1.1	1.3	1.1	1.1	1.1	1.2	1.2		

NOTE: See Survey Form 4, question 57.

^aNumbers in this table are not percentages. See page 164 for a discussion of their meaning.

Table 211

OVERSEAS LOCATIONS PICKED AS THE FIRST
CHOICE OF ENLISTED PERSONNEL

Location	Army	Navy	Marine Corps	Air Force	DoD Total
Africa	0.2 23.4	0.1 8.6	2.1 57.7	0.1 10.3	0.3
Alaska	9.7 45.6	5.6 19.0	5.2 6.1	8.4 29.4	7.8
Belgium	3.0 96.2	0.1 2.6	0.0 0.4	0.0 0.9	1.2
Caribbean	0.4 2.7	13.8 73.9	12.2 22.4	0.2 1.0	5.0
CONUS	0.6 45.7	0.2 13.7	0.1 1.4	0.7 39.2	0.5
CONUS Afloat	0.0 0.0	0.3 90.6	0.1 9.4	0.0 0.0	0.1
CONUS Ashore	0.0 0.0	0.5 79.3	0.4 20.7	0.0 0.0	0.2
Diego Garcia	0.0 14.5	0.3 75.2	0.0 0.0	0.0 10.3	0.1
East Asia Afloat	0.0 0.0	0.0 13.1	0.3 86.9	0.0 0.0	0.0
Eastern Europe	0.0 0.0	0.0 0.0	10.4 97.5	0.1 2.5	1.0
Europe Afloat	0.0 1.5	1.7 94.9	0.2 3.6	0.0 0.0	0.5
Germany	10.7 62.5	0.5 2.1	1.1 1.6	7.7 33.8	6.3
Greece	3.1 51.4	0.1 0.6	0.3 1.2	3.8 46.8	2.2
Guam	0.1 3.9	1.9 47.9	1.0 8.6	1.5 39.7	1.0
Hawaii	31.2 42.8	19.4 19.2	27.5 9.4	28.0 28.6	26.9
Iceland	0.0 0.0	1.8 100.0	0.0 0.0	0.0 0.0	0.5
Iran	0.4 98.8	0.0 0.0	0.0 1.2	0.0 0.0	0.1

Table 211 (Continued)

OVERSEAS LOCATIONS PICKED AS THE FIRST
CHOICE OF ENLISTED PERSONNEL (Continued)

Location	Army	Navy	Marine Corps	Air Force	DoD Total
Italy	5.3 53.5	3.4 25.1	0.5 1.3	2.7 20.2	3.6
Japan/Okinawa	6.5 59.7	4.2 28.0	4.4 10.0	0.3 2.3	4.0
NATO Afloat	0.0 0.0	0.0 0.0	1.1 100.0	0.0 0.0	0.1
NATO Ashore	0.0 2.6	0.0 1.0	2.7 96.4	0.0 0.0	0.3
Near East	0.1 48.4	0.0 0.0	0.3 51.6	0.0 0.0	0.1
Netherlands	0.1 0.8	0.0 0.2	0.0 0.2	8.0 98.7	2.2
Panama Canal Zone	8.1 85.7	0.0 0.2	0.3 0.7	1.7 13.5	3.5
Philippines	0.1 0.5	17.2 48.4	24.3 23.5	9.5 27.5	9.4
Portugal	1.2 64.8	0.6 25.2	0.2 2.5	0.2 7.5	0.7
South Korea	10.9 81.8	0.1 0.5	1.8 3.3	2.6 14.5	4.9
Spain	0.1 1.0	5.8 40.0	0.3 0.7	8.3 58.4	3.9
Turkey	0.3 81.3	0.0 4.1	0.0 0.0	0.1 14.6	0.1
United Kingdom	5.3 20.7	15.7 44.8	0.5 0.5	11.6 34.0	9.3
Other Overseas	1.3 16.4	4.9 44.9	2.0 6.3	3.4 32.4	2.9
Total Personnel	567,024 36.8	410,178 26.6	140,813 9.1	422,163 27.4	1,540,179

NOTE: See Survey Form 2, question 52.

Table 212

OVERSEAS LOCATIONS PICKED AS THE FIRST CHOICE
OF OFFICERS

Location	Army	Navy	Marine Corps	Air Force	DoD Total
Africa	0.0	0.0	1.6	0.0	0.1
	6.2	0.0	93.8	0.0	
Alaska	8.0	2.0	3.0	5.8	5.5
	47.8	8.7	3.8	39.8	
Belgium	5.3	0.1	0.1	0.0	1.8
	98.2	1.6	0.2	0.0	
Caribbean	0.2	8.9	8.8	0.0	2.7
	2.2	75.5	21.8	0.6	
CONUS	0.4	0.2	0.1	0.7	0.4
	32.8	8.7	1.0	57.6	
CONUS Afloat	0.1	0.2	0.1	0.0	0.1
	30.0	59.0	11.1	0.0	
CONUS Ashore	0.0	0.4	1.3	0.0	0.2
	0.0	54.3	45.7	0.0	
Diego Garcia	0.0	0.0	0.0	0.0	0.0
	38.2	19.7	0.0	42.1	
East Asia Afloat	0.0	0.0	0.2	0.0	0.0
	42.4	21.8	35.7	0.0	
Eastern Europe	0.1	0.0	11.6	0.0	0.8
	4.1	0.9	95.0	0.0	
Europe Afloat	0.0	2.0	0.0	0.0	0.5
	3.0	96.6	0.4	0.0	
Germany	13.6	0.3	0.5	14.2	9.8
	45.0	0.8	0.3	53.9	
Greece	2.4	0.0	0.1	2.1	1.6
	50.0	0.0	0.3	49.7	
Guam	0.0	0.5	0.2	1.2	0.6
	0.0	21.6	2.7	75.7	
Hawaii	38.7	29.4	41.0	34.2	35.0
	36.0	19.5	7.9	36.5	
Iceland	0.0	0.9	0.0	0.0	0.2
	0.0	97.5	0.0	2.5	
Iran	0.0	0.0	0.1	0.0	0.0
	44.1	0.0	14.6	41.3	

Table 212 (Continued)

OVERSEAS LOCATIONS PICKED AS THE FIRST CHOICE
OF OFFICERS (Continued)

Location	Army	Navy	Marine Corps	Air Force	DoD Total
Italy	5.2	3.1	0.0	1.9	3.1
	54.8	22.9	0.0	22.3	
Japan/Okinawa	2.6	3.1	4.0	0.0	1.9
	45.8	39.2	14.8	0.3	
NATO Afloat	0.0	0.0	1.4	0.0	0.1
	0.0	0.0	86.6	13.4	
NATO Ashore	0.0	0.0	15.9	0.0	1.1
	0.0	0.0	100.0	0.0	
Near East	0.0	0.0	0.5	0.0	0.0
	0.0	0.0	100.0	0.0	
Netherlands	0.0	0.0	0.0	5.6	2.1
	0.0	0.0	0.0	100.0	
Panama Canal Zone	2.8	0.0	0.1	0.4	1.1
	85.1	0.0	0.4	14.5	
Philippines	0.0	2.7	5.0	2.8	2.0
	0.7	30.9	16.7	51.8	
Portugal	0.9	0.4	0.0	0.2	0.4
	62.8	18.5	0.0	18.7	
South Korea	3.7	0.0	2.1	0.7	1.6
	75.3	0.0	8.9	15.8	
Spain	0.0	10.9	0.1	7.6	5.4
	0.0	47.0	0.2	52.8	
Turkey	0.1	0.0	0.0	0.2	0.1
	38.0	0.0	0.0	62.0	
United Kingdom	13.8	30.7	0.3	19.3	18.9
	23.8	37.9	0.1	38.2	
Other Overseas	1.3	3.2	1.6	2.3	2.1
	19.9	35.0	5.0	40.2	
Total Personnel	79,071	56,334	16,454	90,539	242,397
	32.6	23.2	6.8	37.4	

NOTE: See Survey Form 4, question 52.

Table 213

OVERSEAS LOCATIONS PICKED AS THE LAST
CHOICE OF ENLISTED PERSONNEL

Location	Army	Navy	Marine Corps	Air Force	DoD Total
Africa	0.1	0.1	12.3	0.0	1.2
	3.6	1.4	94.6	0.4	
Alaska	7.7	6.1	9.9	6.0	7.0
	40.5	23.3	12.8	23.5	
Belgium	1.6	0.2	0.1	0.1	0.7
	90.5	5.8	0.6	3.0	
Caribbean	0.0	0.9	1.2	0.0	0.4
	4.0	67.1	28.9	0.0	
CONUS	0.1	0.0	0.0	0.1	0.1
	50.3	5.3	1.2	43.3	
CONUS Afloat	0.1	0.8	0.9	0.0	0.3
	6.3	66.4	27.3	0.0	
CONUS Ashore	0.0	0.1	0.3	0.0	0.0
	0.0	43.6	56.4	0.0	
Diego Garcia	0.3	35.9	0.2	0.0	9.6
	0.1	99.7	0.2	0.0	
East Asia Afloat	0.0	0.1	6.1	0.0	0.6
	1.2	2.2	95.3	1.3	
Eastern Europe	0.0	0.0	2.3	0.0	0.2
	2.9	0.0	94.9	2.2	
Europe Afloat	0.0	5.3	0.1	0.0	1.4
	0.5	99.0	0.6	0.0	
Germany	22.1	0.1	0.2	7.5	10.2
	79.5	0.3	0.2	20.0	
Greece	1.7	0.1	0.1	1.1	1.0
	65.1	2.7	1.4	30.9	
Guam	0.3	9.3	9.2	7.8	5.6
	2.2	44.3	14.9	38.6	
Hawaii	1.7	2.1	2.5	1.3	1.8
	36.0	31.2	12.9	19.9	
Iceland	0.2	7.3	0.3	0.2	2.1
	3.1	93.4	1.1	2.4	
Iran	21.8	0.2	0.4	0.4	8.2
	97.8	0.5	0.5	1.2	

Table 213 (Continued)

OVERSEAS LOCATIONS PICKED AS THE FIRST
CHOICE OF ENLISTED PERSONNEL (Continued)

Location	Army	Navy	Marine Corps	Air Force	DoD Total
Italy	1.6	7.4	0.3	1.2	2.9
	19.6	67.8	0.8	11.7	
Japan/Okinawa	3.4	8.0	28.1	0.3	6.0
	20.8	35.4	42.4	1.5	
NATO Afloat	0.0	0.0	4.7	0.0	0.5
	0.9	2.3	94.0	2.7	
NATO Ashore	0.0	0.0	1.3	0.1	0.1
	0.0	0.0	82.1	17.9	
Near East	0.0	0.1	2.8	0.0	0.3
	0.0	8.9	89.1	2.1	
Netherlands	0.0	0.0	0.2	0.5	0.2
	6.5	3.0	10.2	80.4	
Panama Canal Zone	3.1	0.2	0.2	5.5	2.7
	41.6	1.6	0.7	56.1	
Philippines	0.0	6.2	2.4	3.9	3.0
	0.4	55.6	7.2	36.7	
Portugal	1.5	2.2	0.1	0.9	1.4
	39.1	41.5	0.7	18.7	
South Korea	16.4	0.3	9.9	16.9	11.7
	51.8	0.7	7.7	39.9	
Spain	0.2	2.7	0.1	0.9	1.1
	7.9	68.0	0.9	23.1	
Turkey	11.9	0.2	0.5	40.0	15.5
	28.3	0.3	0.3	71.1	
United Kingdom	1.1	1.5	0.2	1.7	1.3
	32.7	30.7	1.1	35.5	
Other Overseas	0.9	1.3	1.8	2.1	1.4
	23.2	24.8	11.6	40.5	
Total Personnel	550,978	398,548	135,377	411,825	1,496,727
	36.8	26.6	9.0	27.5	

NOTE: See Survey Form 2, question 52.

Table 214

OVERSEAS LOCATIONS PICKED AS THE LAST CHOICE
OF OFFICERS

Location	Army	Navy	Marine Corps	Air Force	DoD Total
Africa	0.0	0.0	13.9	0.0	1.0
	1.5	0.0	98.5	0.0	
Alaska	4.9	6.0	8.3	5.0	5.4
	29.4	25.5	10.3	34.7	
Belgium	0.6	0.0	0.1	0.0	0.2
	98.4	0.0	1.6	0.0	
Caribbean	0.0	0.4	0.5	0.0	0.1
	0.0	75.8	24.2	0.0	
CONUS	0.1	0.0	0.0	0.0	0.0
	100.0	0.0	0.0	0.0	
CONUS Afloat	0.0	0.3	0.9	0.0	0.1
	0.0	48.8	51.2	0.0	
CONUS Ashore	0.1	0.1	0.1	0.0	0.1
	51.6	42.5	5.8	0.0	
Diego Garcia	0.0	58.0	0.1	0.0	13.5
	0.0	100.0	0.0	0.0	
East Asia Afloat	0.0	0.0	11.8	0.0	0.8
	0.0	1.3	98.7	0.0	
Eastern Europe	0.0	0.0	2.4	0.0	0.2
	0.0	0.0	100.0	0.0	
Europe Afloat	0.0	3.0	0.0	0.0	0.7
	0.0	100.0	0.0	0.0	
Germany	9.2	0.1	0.0	2.4	3.9
	77.1	0.3	0.1	22.6	
Greece	1.2	0.0	0.0	0.7	0.7
	60.1	0.0	0.0	39.9	
Guam	0.2	5.7	10.0	7.6	4.9
	1.1	27.1	13.8	58.1	
Hawaii	0.5	0.5	1.0	0.4	0.5
	31.3	23.8	14.5	30.4	
Iceland	0.1	7.7	0.1	0.0	1.8
	1.9	97.9	0.2	0.0	
Iran	38.9	0.2	0.1	0.0	12.8
	99.6	0.4	0.1	0.0	

Table 214 (Continued)

OVERSEAS LOCATIONS PICKED AS THE LAST CHOICE
OF OFFICERS (Continued)

Location	Army	Navy	Marine Corps	Air Force	DoD Total
Italy	0.9	2.7	0.1	1.1	1.4
	21.8	46.8	0.4	31.1	
Japan/Okinawa	2.9	6.1	25.3	0.1	4.1
	23.3	34.5	41.4	0.9	
NATO Afloat	0.0	0.0	4.0	0.0	0.3
	0.0	0.0	98.0	2.0	
NATO Ashore	0.0	0.0	0.6	0.0	0.0
	0.0	0.0	100.0	0.0	
Near East	0.0	0.0	4.5	0.0	0.3
	0.0	0.0	100.0	0.0	
Netherlands	0.0	0.0	0.1	0.3	0.1
	0.0	0.0	4.7	95.3	
Panama Canal Zone	3.0	0.0	0.1	5.2	3.0
	33.4	0.3	0.2	66.1	
Philippines	0.0	5.8	4.5	6.3	4.0
	0.0	33.6	7.5	58.9	
Portugal	1.2	0.3	0.0	0.9	0.8
	48.4	9.3	0.0	42.3	
South Korea	19.9	0.1	10.3	26.5	17.1
	38.0	0.1	4.0	57.9	
Spain	0.0	0.6	0.0	0.4	0.3
	0.0	47.6	0.0	52.4	
Turkey	13.8	0.1	0.0	39.2	19.2
	23.6	0.1	0.0	76.3	
United Kingdom	0.8	0.5	0.1	0.8	0.7
	40.0	16.6	0.7	42.7	
Other Overseas	0.6	0.7	0.7	2.2	1.2
	16.1	13.2	3.8	66.9	
Total Personnel	77,911	55,245	15,994	88,887	238,037
	32.7	23.2	6.7	37.3	

NOTE: See Survey Form 4, question 52.

Table 215

FEELINGS OF ENLISTED PERSONNEL ABOUT THEIR
CURRENT ASSIGNMENT LOCATION

Level of Satisfaction	Army	Navy	Marine Corps	Air Force	DoD Total
Very Dissatisfied--1	17.0 48.5	10.0 20.7	12.3 9.2	10.2 21.6	10.2
2	11.3 41.1	9.4 24.6	10.2 9.7	9.2 24.6	10.1
3	11.9 37.8	12.4 28.5	12.5 10.4	9.9 23.3	11.6
4	17.7 37.4	17.3 26.4	20.4 11.3	16.0 24.9	17.4
5	14.5 33.4	17.8 29.7	15.3 9.3	16.2 27.7	15.9
6	11.5 28.3	15.8 28.1	14.8 9.6	18.7 34.1	14.9
Very Satisfied--7	16.0 34.0	17.3 26.6	14.5 8.1	19.8 31.2	17.2
Total Personnel	600,838 36.7	434,960 26.5	158,005 9.6	445,127 27.2	1,638,938

NOTE: See Survey Form 1, question 7.

Table 216

FEELINGS OF OFFICERS ABOUT THEIR CURRENT
ASSIGNMENT LOCATION

Level of Satisfaction	Army	Navy	Marine Corps	Air Force	DoD Total
Very Dissatisfied--1	4.6 36.3	3.2 18.5	5.4 9.0	3.9 36.2	4.1
2	7.2 37.3	4.9 18.2	5.8 6.3	6.3 38.2	6.2
3	7.6 30.8	8.0 23.4	6.9 5.9	8.5 39.9	8.0
4	11.6 35.0	10.1 21.8	11.6 7.3	10.3 36.0	10.8
5	17.2 31.3	18.0 23.7	16.8 6.4	18.3 38.6	17.8
6	24.8 30.3	27.7 24.4	25.5 6.5	27.2 38.0	26.4
Very Satisfied--7	27.1 32.8	28.1 24.4	28.0 7.1	25.5 35.8	26.8
Total Personnel	80,183 32.4	57,712 23.3	16,747 6.8	93,130 37.6	247,772

NOTE: See Survey Form 3, question 10.

VIII. THE FINANCIAL STATUS AND PARTICIPATION IN THE CIVILIAN
LABOR FORCE OF MILITARY PERSONNEL AND THEIR SPOUSES

The civilian labor market plays an important role in the financial status of military families. Military personnel consider civilian job opportunities a major reason for leaving the military.¹ In addition to providing an attractive employment alternative, the civilian labor market also hires a significant number of skilled military personnel on a part-time basis. This part-time employment raises such policy questions as whether the current levels of military compensation are high enough and whether service personnel can do their military jobs effectively while simultaneously holding outside employment.

The status of military spouses in the civilian labor force also has implications for military personnel policy. Civilian data show an increasing number of women in the civilian labor force, approximately half of whom are married. Whereas in 1950 about 23 percent of the women in the labor force were married, this proportion had increased to 46 percent by 1976. If similar trends exist among military spouses, employment opportunities for women will become increasingly intertwined with the decisions of military personnel to remain or leave military service. Furthermore, the increase in the number of women in the military, many of whom are married, implies that the occupational decisions of their husbands, whether they be in the civilian labor force or the military, may affect the reenlistment decisions of military women.

The data in this section describe the experiences of military personnel and their spouses in the civilian labor market, the contribution of civilian income to the total income of military households, military families' sources of income other than military and civilian wages, the job search activities of military personnel, their perceptions of their chances of finding a good civilian job on separation from the military, their comparisons of selected military and civilian job characteristics, their debts and assets, and their assessments of their own economic well-being.

¹See Section X.

Tables 217-221 show, by pay grade, the number of hours per week worked by enlisted personnel in civilian jobs in 1978. Overall, 85 percent of enlisted personnel reported no civilian labor force participation, 8 percent between 1 and 20 hours per week, about 5 percent between 21 and 40 hours per week, and 1 percent over 40 hours. The majority of those who worked were in pay grades E-4 and E-5; E-3s and E-6s also reported substantial time spent in outside jobs. Air Force enlisted personnel were most likely to have some civilian employment; Army personnel, the least. The Service-specific data obscure major geographical differences in civilian employment; the deployment of Army personnel in Europe and Navy personnel at sea implies relatively greater participation among members of those Services in the United States. As shown in Tables 222-226, officers were less likely to have civilian jobs, and 94 percent indicated that they did not have a civilian job in 1978. Among the Services, Air Force officers reported the greatest civilian labor force participation. In every Service, O-3s and O-4s were more likely to have a civilian job.

Table 227 shows the degree to which civilian wages of enlisted personnel contributed to total family income; Table 228 displays the comparable officer data. About half of the enlisted personnel reported their civilian income to be a negligible fraction (0 to 5 percent) of the total family income, 29 percent indicated that it constituted 6 to 25 percent, and the remainder, over 26 percent. Among officers, 12 percent reported civilian income as constituting between 6 and 25 percent, 7 percent reported it to be over 25 percent, and 81 percent considered it negligible.

Tables 229-233 for enlisted personnel and Tables 234-238 for officers examine the labor force participation of spouses, by the number of dependents. Only spouses of respondents who were married at the time of the survey are included in the tables. The data show greater labor force participation on the part of the spouses of enlisted personnel than on the part of officers' spouses and a higher likelihood of full-time labor force participation than part-time or self-employment. Further analyses should examine this participation

by geographical distribution. Tables 239 and 240 give the number of weeks worked by spouses in 1978. Tables 241 and 242, the counterparts to Tables 227 and 228, above, show the percentage of total family income earned by spouses.

Tables 243 through 252 show the sources other than military or civilian employment from which enlisted personnel received income in 1978 and the extent to which they received such income; Tables 253-262 give comparable data for officers. The extent to which unearned income contributed to the total income of military families is shown in Tables 263 and 264. Total family income, by the pay grade of the military member, is shown in Table 265 for enlisted personnel and Table 266 for officers. Because differences among the Services in this regard are not significant, Service-specific tables have not been included here.

In regard to job search activities of both enlisted personnel and officers, respondents were asked if, in the 12 months immediately preceding the survey, they had received civilian job offers that they could take if they left the service. As shown in Table 267, 45 percent of the enlisted personnel report that they had received a civilian job offer. Of those who received job offers, about half were E-4s and E-5s. Forty percent of the officers, the majority of them O-3s, reported that they had received a civilian job offer (Table 268).

Survey respondents were asked to assess the probability that they would find a good civilian job if they left the military at the time of the survey (January-June 1979).¹ The results are presented in Table 269 for enlisted personnel and Table 270 for officers, by year of service. The data indicate considerable confidence on the part of all military personnel in being able to find a good civilian job. The percentages of respondents who indicated that they were "certain" or "almost sure" ranged from 39 percent of enlisted Air Force personnel to 56 percent of Navy officers. Because of their similarity to Tables 269 and 270, detailed Service-specific tables are omitted.

¹For a discussion of the probability measures used in the survey, see Section X.

The extent to which military skills were seen as transferable to the civilian sector is shown in Tables 271 and 272. About 24 percent of all enlisted personnel believed that there was "no chance" or a "very slight possibility" that their skills were transferable, while 31 percent were "almost sure" or "certain" that their skills were transferable. Army enlisted personnel considered their skills least transferable and Navy personnel most transferable. Officers were more confident, with only about 15 percent indicating "no chance" or "very slight possibility" and 37 percent "almost sure" or "certain." A comparison of the Services showed Marine Corps officers to be least and Navy officers most certain.

The next set of tables presents respondents' comparisons of their present military job with the job they would take if they left the military at the time of the survey. The following characteristics of military and civilian jobs are compared, by respondents' service.

- Immediate supervisors (Tables 273 and 286)
- Employee/employer relations (Tables 274 and 287)
- Retirement benefits (Tables 275 and 288)
- Medical benefits (Tables 276 and 289)
- Chances for interesting and challenging work (Tables 277 and 290)
- Wages or salaries (Tables 278 and 291)
- Chances for promotion (Tables 279 and 292)
- Opportunities for training (Tables 280 and 293)
- Colleagues (Tables 281 and 294)
- Work schedule and hours (Tables 282 and 295)
- Job security (Tables 283 and 296)
- Equipment used on the job (Tables 284 and 297)
- Location of the job (Tables 285 and 298)

The comparisons in these tables reveal differences from Service to Service and from characteristic to characteristic. Air Force enlisted personnel, for example, were more likely than members of the other Services to indicate that their immediate supervisors would

probably have similar characteristics in civilian and military jobs. Survey respondents also tended to view some characteristics as being better in civilian jobs and some as being better in military jobs. Two characteristics--wages and salaries and job location--were viewed as being considerably more favorable in civilian jobs. Three other characteristics--medical benefits, retirement benefits, and job security--were considered better in the military. For each characteristic except pay, a sizable group of enlisted personnel saw civilian and military jobs as being about the same. Only 10 percent of enlisted personnel considered pay comparable; 86 percent viewed civilian pay as better and 4 percent as worse. Tables 286-298 for officers show similar patterns but somewhat tighter distributions; that is, larger percentages tended to see military and civilian jobs as being about the same.

The above tables compared individual compensation components, such as medical and retirement benefits, in civilian and military jobs. Tables 299 and 300 compare *total* compensation. Respondents were asked to compare their total military compensation, i.e., pay and benefits, with what they would expect to receive in a civilian job. As seen in Table 299, the positive evaluation of specific military benefits somewhat adjusts for the negative evaluation of pay and wages. Nevertheless, about half of all enlisted personnel, ranging from 61 percent in the Navy to 40 percent in the Army, viewed civilian pay and benefits as a little better or a lot better than military pay and benefits. Similarly, about half of all officers considered civilian pay and benefits better than military. Service differences, however, were less marked than among enlisted personnel (see Table 300).

As part of collecting detailed economic data on military personnel, the survey included several items about indebtedness, assets, and the respondents' perception of their own economic well-being. Indebtedness, exclusive of mortgages, and the total value of assets (savings accounts, checking accounts, cash, U.S. savings bonds, stocks, and securities) are shown in Tables 301-304. About 23 percent of enlisted personnel indicated their current debts to be between \$500 and \$1999 and another 24 percent between \$2000 and \$4999; the middle pay grades, E-4 and

E-5, were more likely to have debts than other enlisted personnel (Table 301). Officers had higher levels of indebtedness, with officers in pay grade O-3 more likely to report debts than others (Table 302). Assets of enlisted personnel, as defined in the survey, were quite low. According to Table 303, about half of the enlisted personnel reported assets of less than \$500, 28 percent between \$500 and \$1999, and the remainder over \$5000. Officers' assets, like their indebtedness, were higher than those of enlisted personnel. Table 304 shows only 12 percent reporting assets of up to \$499 and approximately 20 percent in each of the next three categories (\$500 to \$1999, \$2000 to \$4999, and \$5000 to \$9999). Thirty percent of the officers reported assets of over \$10,000.

In comparing their financial situation at the time of the survey and three years earlier, both enlisted personnel and officers expressed diverse opinions (see Tables 305-314). The fact that many of the enlisted personnel, especially in the lower pay grades, had not been in the military three years prior to the survey to some extent affected their responses. Overall, about half saw their financial situation as somewhat better or a lot better, 22 percent saw it as about the same, and 28 percent as somewhat worse or a lot worse at the time of the survey. Among officers, as shown in Table 310, higher percentages saw an improvement in their financial situation: 58 percent reported it to be a lot better or somewhat better, 18 percent as about the same, and 24 percent as somewhat worse or a lot worse. Lower ranking officers, O-1s and O-2s, saw more improvement than those in higher pay grades.

Table 217

HOURS ENLISTED PERSONNEL WORKED AT
CIVILIAN JOBS IN 1973

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
E-1	0.6 83.7	0.7 9.7	0.7 6.1	0.2 0.4	0.6
E-2	2.7 84.9	0.9 2.8	3.9 8.0	10.5 4.4	2.7
E-3	15.1 86.9	12.6 7.0	10.8 4.0	27.3 2.1	14.8
E-4	29.1 87.1	24.0 7.0	25.9 5.0	26.7 1.0	28.5
E-5	25.5 83.8	29.7 9.5	28.1 5.9	19.7 0.9	25.9
E-6	14.7 81.3	19.4 10.4	21.3 7.5	11.4 0.8	15.4
E-7	8.8 85.6	9.8 9.2	7.6 4.7	4.0 0.5	8.8
E-8	2.4 89.5	1.8 6.7	1.6 3.8	0.1 0.1	2.3
E-9	1.3 91.8	1.1 8.0	0.0 0.1	0.1 0.1	1.2
Total Personnel	1,367,104 85.2	132,263 8.2	87,133 5.4	17,834 1.1	1,604,334

NOTE: See Survey Form 1, question 86.

Table 218

HOURS ARMY ENLISTED PERSONNEL WORKED AT
CIVILIAN JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
E-1	0.4 85.5	0.8 11.0	0.4 3.5	0.0 0.0	0.4
E-2	1.6 91.1	0.4 1.4	0.9 2.1	6.2 5.4	1.6
E-3	10.4 87.9	9.8 5.5	5.3 2.0	34.4 4.5	10.5
E-4	36.0 91.7	23.8 4.0	27.4 3.1	30.6 1.2	34.8
E-5	24.2 86.5	33.0 7.9	30.9 4.9	14.3 0.8	24.9
E-6	15.1 85.7	18.1 6.9	25.3 6.3	12.3 1.1	15.6
E-7	8.9 88.6	11.4 7.6	7.9 3.5	2.1 0.3	8.9
E-8	2.4 93.0	1.6 4.0	1.8 3.0	0.0 0.0	2.3
E-9	1.1 92.4	1.3 7.3	0.1 0.4	0.0 0.0	1.0
Total Personnel	520,875 88.8	34,756 5.9	22,917 3.9	8094 1.4	586,642

NOTE: See Survey Form 1, question 86.

Table 219

HOURS NAVY ENLISTED PERSONNEL WORKED AT
CIVILIAN JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
E-1	0.7 96.9	0.1 0.8	0.2 2.3	0.0 0.0	0.6
E-2	3.9 86.1	1.4 2.8	6.7 10.2	3.4 0.8	3.9
E-3	15.3 90.2	7.7 4.1	10.1 4.1	23.5 1.6	14.5
E-4	21.6 87.2	16.9 6.3	19.7 5.5	22.5 1.0	21.1
E-5	29.4 85.8	32.0 8.6	24.0 4.9	23.6 0.8	29.2
E-6	17.4 78.9	27.4 11.4	27.6 8.7	18.7 1.0	18.8
E-7	8.4 83.2	10.8 9.8	8.7 6.0	8.3 0.9	8.6
E-8	2.3 84.9	2.3 7.6	3.0 7.5	0.0 0.0	2.3
E-9	1.0 87.8	1.6 12.2	0.0 0.0	0.0 0.0	1.0
Total Personnel	364,065 85.3	33,458 7.8	25,293 5.9	4090 1.0	426,906

NOTE: See Survey Form 1, question 86.

Table 220

HOURS MARINE CORPS ENLISTED PERSONNEL WORKED AT
CIVILIAN JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
E-1	2.5	2.9	4.2	1.0	2.6
	80.1	8.3	10.7	0.9	
E-2	10.4	5.1	14.8	34.4	10.9
	80.0	3.5	9.1	7.4	
E-3	27.1	20.7	16.2	28.4	25.9
	87.3	6.0	4.2	2.6	
E-4	19.1	13.9	15.8	10.8	18.3
	87.1	5.7	5.8	1.4	
E-5	18.9	26.2	21.7	16.1	19.5
	80.6	10.0	7.4	1.9	
E-6	11.6	15.1	17.7	4.9	12.1
	79.9	9.3	9.8	1.0	
E-7	6.6	12.1	7.4	3.4	7.0
	78.9	12.9	7.1	1.1	
E-8	2.8	3.2	2.1	0.6	2.7
	85.4	8.9	5.2	0.5	
E-9	1.0	0.9	0.0	0.4	0.9
	91.5	7.5	0.0	1.0	
Total Personnel	127,469	11,448	10,213	3576	152,705
	83.5	7.5	6.7	2.3	

NOTE: See Survey Form 1, question 86.

Table 221

HOURS AIR FORCE ENLISTED PERSONNEL WORKED AT
CIVILIAN JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
E-1	0.0 0.0	0.6 100.0	0.0 0.0	0.0 0.0	0.1
E-2	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
E-3	17.4 83.3	15.8 11.2	13.9 5.4	5.3 0.2	16.9
E-4	30.2 79.9	31.0 12.1	33.8 7.2	47.2 0.7	30.6
E-5	25.6 79.1	26.8 12.3	31.8 8.0	39.2 0.7	26.2
E-6	12.5 78.0	16.1 14.8	14.0 7.0	4.4 0.2	13.0
E-7	10.1 85.7	7.6 9.6	6.5 4.5	3.8 0.2	9.5
E-8	2.3 91.4	1.4 8.6	0.0 0.0	0.0 0.0	2.0
E-9	1.8 93.8	0.8 6.2	0.0 0.0	0.0 0.0	1.6
Total Personnel	354,698 81.0	52,602 12.0	28,710 6.6	2074 0.5	438,085

NOTE: See Survey Form 1, question 86.

Table 222

HOURS OFFICERS WORKED AT CIVILIAN JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
O-1	10.4	3.4	14.7	3.2	10.0
	97.5	1.9	0.6	0.0	
O-2	16.2	9.0	10.1	19.1	15.7
	96.3	3.3	0.3	0.1	
O-3	34.8	40.8	37.0	41.1	35.1
	92.8	6.7	0.4	0.1	
O-4	19.8	24.8	31.6	20.3	20.2
	92.2	7.1	0.6	0.1	
O-5	13.1	16.0	6.5	16.4	13.3
	92.7	7.0	0.2	0.1	
O-6	5.7	6.1	0.0	0.0	5.7
	93.8	6.2	0.0	0.0	
Total Personnel	230,501	14,238	977	223	245,940
	93.7	5.8	0.4	0.1	

NOTE: See Survey Form 3, question 77.

Table 223

HOURS ARMY OFFICERS WORKED AT CIVILIAN
JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
O-1	10.6	3.9	7.6	0.0	10.2
	97.9	1.9	0.2	0.0	
O-2	16.6	7.4	0.0	0.0	16.1
	97.8	2.2	0.0	0.0	
O-3	33.7	31.6	59.6	47.6	33.7
	94.8	4.5	0.5	0.2	
O-4	20.2	24.8	16.0	25.5	20.4
	93.7	5.9	0.2	0.2	
O-5	13.4	21.0	16.9	27.0	13.8
	92.0	7.3	0.3	0.3	
O-6	5.5	11.2	0.0	0.0	5.8
	90.6	9.4	0.0	0.0	
Total Personnel	75,205	3823	216	136	79,380
	94.7	4.8	0.3	0.2	

NOTE: See Survey Form 3, question 77.

Table 224

HOURS NAVY OFFICERS WORKED AT CIVILIAN
JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
O-1	15.0	3.4	23.9	11.0	14.4
	97.9	1.2	0.8	0.1	
O-2	16.1	9.9	13.2	47.3	15.8
	96.0	3.2	0.4	0.3	
O-3	28.6	37.9	42.6	41.7	29.1
	92.5	6.6	0.7	0.2	
O-4	20.9	27.2	14.1	0.0	21.1
	93.1	6.6	0.3	0.0	
O-5	12.2	16.7	6.2	0.0	12.4
	92.9	6.9	0.3	0.0	
O-6	7.3	4.9	0.0	0.0	7.1
	96.5	3.6	0.0	0.0	
Total Personnel	54,133	2932	290	65	57,420
	94.3	5.1	0.5	0.1	

NOTE: See Survey Form 3, question 77.

Table 225

HOURS MARINE CORPS OFFICERS WORKED AT
CIVILIAN JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
O-1	16.3	9.8	49.4	0.0	16.2
	95.3	2.6	2.2	0.0	
O-2	26.7	11.4	9.9	52.0	25.9
	97.6	1.9	0.3	0.3	
O-3	27.9	35.3	23.8	0.0	28.2
	94.1	5.3	0.6	0.0	
O-4	17.4	28.6	9.1	48.0	17.9
	92.5	6.8	0.4	0.4	
O-5	8.3	9.1	7.8	0.0	8.3
	94.7	4.7	0.7	0.0	
O-6	3.4	5.8	0.0	0.0	3.5
	92.9	7.1	0.0	0.0	
Total Personnel	15,827	711	117	22	16,678
	94.9	4.3	0.7	0.1	

NOTE: See Survey Form 3, question 77.

Table 226

HOURS AIR FORCE OFFICERS WORKED AT
CIVILIAN JOBS IN 1978

Pay Grade	Hours Worked				Total
	0	1-20	21-40	Over 40	
O-1	6.4	2.3	0.0	0.0	6.0
	97.2	2.8	0.0	0.0	
O-2	13.9	9.2	13.9	0.0	13.6
	94.7	4.9	0.4	0.0	
O-3	40.9	47.8	23.0	0.0	41.4
	91.3	8.5	0.2	0.0	
O-4	19.3	23.4	63.1	0.0	19.8
	90.1	8.7	1.2	0.0	
O-5	14.3	13.7	0.0	0.0	14.2
	92.9	7.1	0.0	0.0	
O-6	5.2	3.6	0.0	0.0	5.1
	94.8	5.2	0.0	0.0	
Total Personnel	85,336	6772	354	0	92,462
	92.3	7.3	0.4	0.0	

NOTE: See Survey Form 3, question 77.

AD-A114 806

RAND CORP SANTA MONICA CA

F/0 15/5

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMY-ETC(U)

MAR 82 Z D DOERING, W P HUTZLER

MDA903-80-C-0652

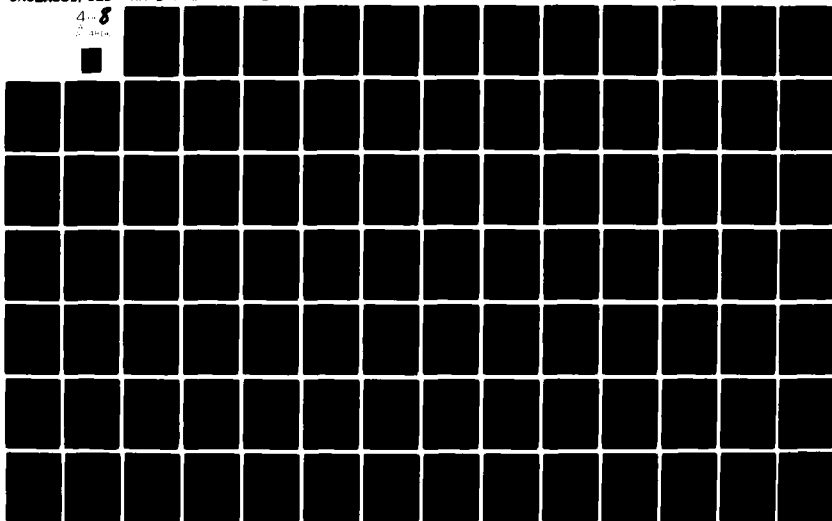
UNCLASSIFIED

RAND-R-2851-MRAL

NL

4--8

3-1-84



A microcopy resolution test chart, identified by the large number '11480' at the top. The chart features a central vertical column of patterns with a resolution of 5.0. To the left of this column are two larger patterns labeled '1.0' and '1.1'. To the right are patterns labeled '2.8', '3.2', '3.6', '4.0', '2.5', '2.2', '2.0', and '1.8'. Below the central column are three more patterns labeled '1.25', '1.4', and '1.6'. Each pattern consists of a series of horizontal and vertical lines of varying thicknesses and spacings, used to test the resolving power of a microcopy system.



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

Table 227

CIVILIAN GROSS WAGES OF ENLISTED PERSONNEL AS A PERCENT OF
TOTAL FAMILY INCOME

Percent of Family Income	Army	Navy	Marine Corps	Air Force	DoD Total
0	38.9 32.1	40.5 31.9	34.9 9.4	29.4 26.7	35.9
1-5	13.6 30.8	11.9 25.9	11.7 8.6	13.9 34.6	13.0
6-10	7.2 21.2	10.6 30.0	9.5 9.2	12.2 39.6	10.0
11-15	7.3 25.1	7.7 25.4	7.2 8.0	11.0 41.5	8.6
16-25	9.8 26.6	9.1 23.8	8.9 7.9	13.9 41.7	10.9
26-50	6.7 20.1	11.1 31.7	12.1 11.8	11.0 36.4	9.9
Over 50	16.6 41.6	9.0 21.7	15.8 13.0	8.6 23.8	11.8
Total Personnel	100,659 29.6	96,188 28.3	32,890 9.7	110,736 32.5	340,473

NOTE: See Survey Form 1, question 87.

Table 228

CIVILIAN GROSS WAGES OF OFFICERS AS A PERCENT
OF TOTAL FAMILY INCOME

Percent of Family Income	Army	Navy	Marine Corps	Air Force	DoD Total
0	71.1 30.9	67.4 22.8	66.8 6.1	65.9 40.2	67.8
1-5	9.9 22.1	12.6 21.9	9.9 4.6	16.4 51.4	13.2
6-10	3.8 24.8	5.0 24.9	4.9 6.6	4.8 43.7	4.6
11-15	2.2 21.7	2.8 21.4	4.8 9.7	3.5 47.2	3.0
16-25	4.5 30.7	5.3 28.2	2.6 3.8	3.9 37.3	4.3
26-50	2.4 26.0	2.5 20.7	2.4 5.4	3.2 47.9	2.7
Over 50	6.0 40.8	4.5 23.7	8.6 12.1	2.5 23.4	4.4
Total Personnel	12,795 29.5	9964 23.0	2677 6.2	17,968 41.4	43,403

NOTE: See Survey Form 3, question 78.

Table 229

LABOR FORCE PARTICIPATION OF SPOUSES^a OF
ENLISTED PERSONNEL BY NUMBER
OF DEPENDENTS

	Number of Dependents Other Than Spouses			
	None	1 to 3	Over 3	Total
In Armed Forces	11.9 67.2	1.8 31.5	0.6 1.3	3.9
Working Full Time	38.8 41.7	15.2 52.1	14.3 6.2	20.2
Other Working ^b	16.6 22.6	15.4 67.2	18.6 10.3	16.0
Unemployed	6.0 44.8	2.1 50.7	1.5 4.5	2.9
Other Not Working ^c	26.7 10.2	65.6 79.8	65.1 10.0	57.1
Total Personnel	41,128 21.7	131,597 69.5	16,689 8.8	189,414

NOTE: See Survey Form 1, question 88.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 230

LABOR FORCE PARTICIPATION OF SPOUSES^a OF
ARMY ENLISTED PERSONNEL BY NUMBER
OF DEPENDENTS

	Number of Dependents Other Than Spouses			Total
	None	1 to 3	Over 3	
In Armed Forces	13.1 66.6	2.1 32.8	0.3 0.6	4.4
Working Full Time	38.8 42.2	15.8 52.7	13.1 5.1	20.8
Other Working ^b	17.2 24.9	14.9 66.3	16.8 8.8	15.6
Unemployed	5.6 42.3	2.5 57.8	0.0 0.0	3.0
Other Not Working ^c	25.3 10.2	64.7 79.8	69.8 10.1	56.2
Total Personnel	14,279 22.6	43,771 69.3	5121 8.1	63,171

NOTE: See Survey Form 1, question 88.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 231

LABOR FORCE PARTICIPATION OF SPOUSES^a OF
NAVY ENLISTED PERSONNEL BY NUMBER
OF DEPENDENTS

	Number of Dependents Other Than Spouses			Total
	None	1 to 3	Over 3	
In Armed Forces	10.4 86.8	0.5 13.2	0.0 0.0	2.7
Working Full Time	40.3 44.9	13.7 46.7	17.7 8.4	20.0
Other Working ^b	16.6 21.7	16.9 68.2	18.1 10.1	17.0
Unemployed	6.0 50.5	1.6 40.6	2.5 8.9	2.7
Other Not Working ^c	26.7 10.3	67.3 79.7	61.6 10.0	57.8
Total Personnel	9194 22.3	28,216 68.3	3886 9.4	41,296

NOTE: See Survey Form 1, question 88.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 232

LABOR FORCE PARTICIPATION OF SPOUSES^a OF
MARINE CORPS ENLISTED PERSONNEL BY
NUMBER OF DEPENDENTS

	Number of Dependents Other Than Spouses			
	None	1 to 3	Over 3	Total
In Armed Forces	8.7 79.6	0.8 18.9	0.5 1.6	2.9
Working Full Time	42.8 46.3	17.2 46.3	21.4 7.4	24.3
Other Working ^b	15.4 23.7	17.2 65.8	21.3 10.5	17.0
Unemployed	6.6 66.8	1.2 29.7	1.1 3.5	2.6
Other Not Working ^c	26.6 13.1	63.7 78.1	55.7 8.8	53.3
Total Personnel	3144 26.3	7824 65.3	1006 8.4	11,974

NOTE: See Survey Form 1, question 88.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 233

LABOR FORCE PARTICIPATION OF SPOUSES^a OF
AIR FORCE ENLISTED PERSONNEL BY
NUMBER OF DEPENDENTS

	Number of Dependents Other Than Spouses			
	None	1 to 3	Over 3	Total
In Armed Forces	12.4 59.3	2.3 38.4	1.1 2.3	4.2
Working Full Time	37.0 38.3	15.1 55.9	12.1 5.8	19.2
Other Working ^b	16.3 20.8	14.8 67.5	19.9 11.7	15.5
Unemployed	6.2 41.1	2.2 52.7	2.0 6.2	3.0
Other Not Working ^c	28.2 9.6	65.6 80.1	64.9 10.2	58.1
Total Personnel	14,511 19.9	51,785 71.0	6677 9.2	72,973

NOTE: See Survey Form 1, question 88.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 234

LABOR FORCE PARTICIPATION OF SPOUSES^a OF OFFICERS
BY NUMBER OF DEPENDENTS

	Number of Dependents Other Than Spouses			Total
	None	1 to 3	Over 3	
In Armed Forces	22.9 51.6	6.5 46.2	3.0 2.2	9.9
Working Full Time	27.6 24.2	24.4 67.4	29.0 8.4	25.4
Other Working ^b	11.8 18.6	14.9 74.0	14.4 7.5	14.2
Unemployed	7.4 30.8	4.9 63.8	4.0 5.4	5.4
Other Not Working ^c	30.3 14.9	49.4 77.0	49.8 8.1	45.2
Total Personnel	192,859 22.3	609,478 70.4	63,675 7.4	866,013

NOTE: See Survey Form 3, question 79.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 235

LABOR FORCE PARTICIPATION OF SPOUSES^a OF ARMY
OFFICERS BY NUMBER OF DEPENDENTS

	Number of Dependents Other Than Spouses			
	None	1 to 3	Over 3	Total
In Armed Forces	28.0 54.2	6.8 43.1	3.7 2.7	11.1
Working Full Time	21.4 20.9	22.0 69.9	24.8 9.3	22.1
Other Working ^b	10.2 17.2	13.3 73.0	15.1 9.8	12.8
Unemployed	6.1 23.0	5.8 71.4	3.9 5.7	5.7
Other Not Working ^c	34.2 15.3	52.0 75.7	52.5 9.0	48.2
Total Personnel	65,090 21.5	212,240 70.2	25,006 8.3	302,335

NOTE: See Survey Form 3, question 79.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 236

LABOR FORCE PARTICIPATION OF SPOUSES^a OF NAVY
OFFICERS BY NUMBER OF DEPENDENTS

	Number of Dependents Other Than Spouses			Total
	None	1 to 3	Over 3	
In Armed Forces	13.8 64.4	2.5 34.3	0.9 1.3	5.0
Working Full Time	35.5 27.4	27.8 64.2	34.7 8.5	30.1
Other Working ^b	13.7 21.9	14.9 71.4	13.4 6.8	14.5
Unemployed	8.2 37.4	4.3 58.2	3.0 4.4	5.1
Other Not Working ^c	28.8 14.7	50.6 77.5	48.0 7.8	45.4
Total Personnel	49,817 23.2	149,337 69.5	15,773 7.3	214,927

NOTE: See Survey Form 3, question 79.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 237

LABOR FORCE PARTICIPATION OF SPOUSES^a OF MARINE CORPS
OFFICERS BY NUMBER OF DEPENDENTS

	Number of Dependents Other Than Spouses			Total
	None	1 to 3	Over 3	
In Armed Forces	12.1 52.0	3.6 42.4	4.9 5.6	5.8
Working Full Time	34.0 32.5	23.2 61.5	23.8 6.0	25.9
Other Working ^b	12.6 22.4	13.8 68.3	14.7 9.3	13.9
Unemployed	9.8 32.4	7.2 66.4	1.4 1.2	7.5
Other Not Working ^c	31.5 16.6	52.3 76.4	50.2 7.0	47.0
Total Personnel	14,943 24.7	41,520 68.7	3948 6.5	60,412

NOTE: See Survey Form 3, question 79.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 238

LABOR FORCE PARTICIPATION OF SPOUSES^a OF AIR FORCE
OFFICERS BY NUMBER OF DEPENDENTS

	Number of Dependents Other Than Spouses			Total
	None	1 to 3	Over 3	
In Armed Forces	27.4 45.6	9.7 52.7	3.3 1.7	13.1
Working Full Time	26.2 22.6	24.5 69.4	30.8 8.0	25.3
Other Working ^b	11.7 16.7	16.7 77.8	13.0 5.6	15.4
Unemployed	7.6 34.8	3.9 57.9	5.3 7.3	4.8
Other Not Working ^c	27.1 14.3	45.3 78.2	47.6 7.5	41.5
Total Personnel	63,009 21.9	206,382 71.6	18,948 6.6	288,339

NOTE: See Survey Form 3, question 79.

^aSpouses of respondents married at time of survey are included in this table.

^bOther working includes part time and self-employed spouses.

^cOther not working includes spouses who were in school, at home, or have retired.

Table 239

NUMBER OF WEEKS WORKED BY SPOUSES
OF ENLISTED PERSONNEL

Weeks Worked	Army	Navy	Marine Corps	Air Force	DoD Total
None	55.8 41.6	43.4 21.4	49.2 7.1	45.2 29.9	48.9
1-13 Weeks	8.0 33.4	9.1 25.4	8.9 7.3	9.1 33.9	8.7
14-26 Weeks	8.8 30.9	11.2 26.0	11.8 8.1	11.2 35.0	10.4
27-39 Weeks	5.2 30.7	6.6 25.6	6.4 7.4	7.0 36.3	6.2
40-51 Weeks	10.5 33.4	13.2 27.9	10.9 6.8	11.4 32.0	11.5
52 Weeks	11.7 29.8	16.5 27.7	12.8 6.3	16.1 36.2	14.4
Total Personnel	347,746 36.4	230,509 24.2	67,827 7.1	308,171 32.3	954,252

NOTE: See Survey Form 1, question 89.

Table 240

NUMBER OF WEEKS WORKED BY SPOUSES OF OFFICERS

Weeks Worked	Army	Navy	Marine Corps	Air Force	DoD Total
None	52.8 32.4	51.6 21.0	46.7 5.5	57.9 41.1	54.1
1-13 Weeks	9.4 35.8	8.6 21.9	10.2 7.5	7.9 34.9	8.7
14-26 Weeks	10.6 35.0	10.6 23.2	11.8 7.5	9.0 34.3	10.0
27-39 Weeks	5.8 34.1	7.0 27.1	6.3 7.1	4.7 31.7	5.7
50-51 Weeks	9.4 32.3	11.8 26.9	10.6 7.0	8.5 33.8	9.6
52 Weeks	12.1 34.0	10.3 19.2	14.5 7.8	12.1 39.0	11.9
Total Personnel	63,563 33.2	42,073 22.0	12,201 6.4	73,390 38.4	191,233

NOTE: See Survey Form 3, question 80.

Table 241

PERCENT OF TOTAL FAMILY INCOME EARNED BY
SPOUSES OF ENLISTED PERSONNEL

Percent of Family Income	Army	Navy	Marine Corps	Air Force	DoD Total
0	37.3 38.7	25.3 21.5	27.3 6.2	29.9 33.6	30.9
1-5	4.6 25.6	6.5 29.7	6.2 7.5	6.2 37.3	5.8
6-10	5.3 24.9	7.7 29.5	6.9 7.1	7.6 38.6	6.8
11-15	4.6 28.9	5.4 27.5	5.1 7.0	5.5 36.7	5.2
16-25	11.3 29.6	12.5 26.7	15.0 8.6	12.4 35.1	12.3
26-50	24.8 27.8	31.3 28.6	29.3 7.2	30.0 36.4	28.6
Over 50	12.1 37.1	11.3 28.2	10.2 6.8	8.4 28.0	10.5
Total Personnel	189,615 32.1	154,573 26.2	41,207 7.0	204,991 34.7	590,386

NOTE: See Survey Form 1, question 90.

Table 242

PERCENT OF TOTAL FAMILY INCOME EARNED BY
SPOUSES OF OFFICERS

Percent of Family Income	Army	Navy	Marine Corps	Air Force	DoD Total
0	36.5 31.4	36.2 21.3	32.2 5.6	42.0 41.8	38.6
1-5	11.6 31.6	13.1 24.4	12.5 6.9	12.1 37.1	12.2
6-10	8.4 32.1	10.2 26.8	10.4 8.1	7.6 33.0	8.6
11-15	6.9 32.7	6.6 21.3	5.7 5.5	7.6 40.5	7.0
16-25	11.9 32.2	13.2 24.5	12.3 6.8	11.9 36.5	12.2
26-50	21.5 37.7	17.9 21.5	24.2 8.6	16.3 32.2	18.9
Over 50	3.2 42.9	2.9 26.1	2.7 7.3	1.6 23.8	2.5
Total Personnel	44,269 33.2	30,294 22.7	8940 6.7	50,004 37.5	133,507

NOTE: See Survey Form 3, question 81.

Table 243

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
 OTHER THAN WAGES: SOCIAL SECURITY
 OR RAILROAD RETIREMENT

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	1.7	4.6	9.7	0.0	3.5
	18.2	33.9	47.9	0.0	
E-2	6.5	9.6	39.3	0.0	11.7
	21.3	21.2	57.5	0.0	
E-3	18.2	18.9	20.7	10.9	17.5
		40.3	27.9	20.3	11.4
E-4	52.5	26.3	5.0	19.7	31.6
	64.1	21.8	2.7	11.4	
E-5	6.4	13.7	13.3	34.6	14.6
	16.8	24.2	15.7	43.3	
E-6	8.6	18.7	5.9	16.9	12.3
	27.1	39.5	8.3	25.2	
E-7	4.3	6.0	3.7	12.3	6.1
	27.0	25.5	10.4	37.0	
E-8	2.0	0.0	1.8	5.5	2.1
	37.1	0.0	14.7	48.5	
E-9	0.0	2.0	0.6	0.0	0.6
	0.0	83.5	16.5	0.0	
Total Personnel	5545	3716	2463	2622	14,346
	38.7	25.9	17.2	18.3	

NOTE: See Survey Form 1, question 91.

Table 244

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
OTHER THAN WAGES: SUPPLEMENTARY SECURITY INCOME

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	3.0	0.0	0.0	19.8	4.0
	40.1	0.0	0.0	59.5	
E-2	4.3	29.4	0.0	14.4	10.2
	22.5	60.2	0.0	17.2	
E-3	16.0	9.4	0.0	34.9	14.8
	58.2	13.1	0.0	28.8	
E-4	49.7	3.7	55.4	9.6	36.0
	74.3	2.1	20.3	3.3	
E-5	6.1	23.8	44.6	8.5	15.2
	21.7	32.6	38.9	6.8	
E-6	9.9	12.2	0.0	4.3	8.4
	63.4	30.2	0.0	6.2	
E-7	3.4	15.0	0.0	5.4	5.6
	32.6	55.6	0.0	11.8	
E-8	0.0	6.5	0.0	3.2	1.7
	0.0	77.6	0.0	22.5	
E-9	7.6	0.0	0.0	0.0	4.1
	100.0	0.0	0.0	0.0	
Total Personnel	3020	1165	741	684	5610
	53.8	20.8	13.2	12.2	

NOTE: See Survey Form 1, question 91.

Table 245

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
OTHER THAN WAGES: PUBLIC WELFARE OR ASSISTANCE

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	1.7 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.6
E-2	0.0 0.0	12.0 86.7	5.6 13.3	0.0 0.0	4.8
E-3	19.0 50.0	12.6 32.1	21.5 18.0	0.0 0.0	13.5
E-4	51.5 42.6	25.7 20.6	21.9 5.8	71.0 31.0	42.9
E-5	7.6 13.8	28.5 50.1	27.5 15.8	21.2 20.3	19.6
E-6	19.1 44.3	15.2 34.2	16.2 12.0	7.8 9.6	15.3
E-7	1.1 14.8	4.6 59.9	6.0 25.4	0.0 0.0	2.7
E-8	0.0 0.0	0.0 0.0	0.4 100.0	0.0 0.0	0.1
E-9	0.0 0.0	1.5 83.5	0.9 16.5	0.0 0.0	0.6
Total Personnel	5425 35.5	5257 34.4	1724 11.3	2865 18.8	15,270

NOTE: See Survey Form 1, question 91.

Table 246

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
OTHER THAN WAGES: GOVERNMENT FOOD STAMPS

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	1.2	0.0	3.4	0.0	0.8
	62.3	0.0	37.7	0.0	
E-2	5.3	15.0	13.2	0.0	7.7
	30.5	53.8	15.7	0.0	
E-3	2.7	20.8	16.3	18.9	12.1
	9.8	47.4	12.2	30.6	
E-4	53.2	20.8	12.1	50.2	40.0
	58.2	14.4	2.7	24.7	
E-5	20.6	23.9	32.4	22.4	22.9
	39.3	28.7	12.9	19.2	
E-6	14.6	17.3	17.3	8.5	14.4
	44.3	33.2	11.0	11.6	
E-7	2.3	2.3	4.9	0.0	2.1
	48.6	30.0	21.4	0.0	
E-8	0.0	0.0	0.5	0.0	0.0
	0.0	0.0	100.0	0.0	
E-9	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	
Total Personnel	7725	4880	1610	3472	17,687
	43.7	27.6	9.1	19.6	

NOTE: See Survey Form 1, question 91.

Table 247

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
OTHER THAN WAGES: UNEMPLOYMENT OR
WORKMEN'S COMPENSATION

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	0.6 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.3
E-2	1.7 15.6	7.1 41.8	22.7 42.5	0.0 0.0	4.3
E-3	13.6 46.5	10.5 22.7	14.4 9.9	9.2 20.9	11.7
E-4	19.7 41.9	12.7 17.1	19.6 8.4	23.0 32.6	18.8
E-5	25.7 37.4	31.5 29.1	18.9 5.5	28.8 28.0	27.5
E-6	18.6 36.9	27.0 33.9	12.6 5.0	18.3 24.2	20.2
E-7	16.1 50.5	7.2 14.2	7.6 4.8	14.6 30.5	12.8
E-8	1.6 22.9	2.3 21.6	3.5 10.5	4.6 45.0	2.7
E-9	2.3 50.8	1.7 23.3	0.9 3.8	1.5 22.2	1.8
Total Personnel	14,251 40.0	9029 25.3	2874 10.9	9511 26.7	35,665

NOTE: See Survey Form 1, question 91.

Table 248

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
 OTHER THAN WAGES: INTEREST AND DIVIDENDS
 ON INVESTMENTS

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	0.1 8.5	0.3 36.1	0.8 28.4	0.2 26.9	0.2
E-2	1.4 24.7	2.4 43.2	5.6 28.2	0.2 3.9	1.6
E-3	7.8 18.1	11.0 26.8	23.0 15.4	14.5 39.7	12.3
E-4	29.5 35.8	17.1 21.8	22.1 7.7	24.3 34.7	23.5
E-5	25.9 26.6	32.0 34.8	20.5 6.1	26.8 32.5	27.6
E-6	17.0 28.7	20.2 36.0	12.7 5.8	14.6 29.1	16.8
E-7	10.3 25.9	11.2 29.8	8.9 6.5	12.7 37.4	11.3
E-8	5.0 34.5	3.9 28.2	4.9 9.6	3.4 27.7	4.1
E-9	3.1 32.3	1.9 21.2	1.6 4.7	3.4 41.9	2.7
Total Personnel	126,885 28.4	133,642 29.9	36,574 8.2	149,758 33.5	446,958

NOTE: See Survey Form 1, question 91.

Table 249

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
OTHER THAN WAGES: PENSIONS FROM GOVERNMENT EMPLOYMENT

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	1.3 42.9	0.0 0.0	8.0 57.1	0.0 0.0	1.8
E-2	5.0 37.7	7.8 18.7	25.7 41.4	2.9 2.3	8.1
E-3	15.5 40.7	49.1 40.6	33.6 18.6	0.0 0.0	23.3
E-4	51.3 81.3	19.5 9.7	11.5 3.9	30.3 5.1	38.6
E-5	13.2 51.6	14.1 17.4	14.9 12.3	44.9 18.7	15.6
E-6	8.7 62.1	9.6 21.6	3.0 4.6	15.5 11.8	8.6
E-7	3.8 75.9	0.0 0.0	2.5 10.7	6.4 13.6	3.1
E-8	0.0 0.0	0.0 0.0	0.9 100.0	0.0 0.0	0.1
E-9	1.4 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.8
Total Personnel	8807 61.2	2775 19.3	1864 13.0	937 6.5	14,383

NOTE: See Survey Form 1, question 91.

Table 250

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
 OTHER THAN WAGES: PENSIONS FROM PRIVATE
 EMPLOYERS OR UNIONS

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	0.0 0.0	0.0 0.0	10.2 100.0	0.0 0.0	2.8
E-2	0.0 0.0	33.9 39.3	32.1 60.9	0.0 0.0	14.4
E-3	4.6 10.3	21.4 23.2	15.8 28.1	27.3 38.5	15.3
E-4	78.5 65.8	18.0 7.2	28.5 18.8	15.6 8.2	41.2
E-5	11.4 28.0	2.8 3.4	0.8 1.6	43.4 67.0	14.0
E-6	2.0 13.8	10.2 33.3	9.8 52.8	0.0 0.0	5.1
E-7	3.6 39.5	6.9 36.8	2.8 24.3	0.0 0.0	3.1
E-8	0.0 0.0	6.9 100.0	0.0 0.0	0.0 0.0	1.2
E-9	0.0 0.0	0.0 0.0	0.0 0.0	13.8 100.0	3.0
Total Personnel	1681 34.6	808 16.6	1322 27.2	1052 21.6	4862

NOTE: See Survey Form 1, question 91.

Table 251

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
 OTHER THAN WAGES: ALIMONY, CHILD SUPPORT, OR REGULAR
 CONTRIBUTIONS FROM OUTSIDE HOUSEHOLD

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	0.0	0.6	4.4	0.0	0.6
	0.0	32.7	67.8	0.0	
E-2	0.0	1.8	5.7	0.0	1.1
	0.0	51.9	48.1	0.0	
E-3	7.5	10.2	22.8	4.3	8.8
	27.7	35.3	23.3	13.6	
E-4	27.2	12.8	10.3	39.8	24.8
	35.8	15.9	3.8	44.5	
E-5	27.7	29.1	18.9	27.8	27.3
	33.1	32.5	6.2	28.1	
E-6	24.5	27.7	20.3	20.1	23.9
	33.5	35.5	7.7	23.3	
E-7	10.6	12.3	13.9	6.6	10.3
	33.5	36.6	12.2	17.8	
E-8	1.5	4.9	3.1	1.4	2.7
	18.8	56.0	2.6	0.0	
E-9	0.9	0.7	0.8	0.0	0.6
	52.6	36.0	11.8	0.0	
Total Personnel	11,965	11,239	3314	10,168	36,685
	32.6	30.6	9.0	27.7	

NOTE: See Survey Form 1, question 91.

Table 252

SOURCES OF ENLISTED PERSONNEL'S FAMILY INCOME IN 1978
OTHER THAN WAGES: OTHER SOURCES

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	0.0 0.0	1.8 53.3	4.1 46.7	0.0 0.0	0.9
E-2	1.5 16.8	5.9 50.8	9.9 32.3	0.0 0.0	3.1
E-3	15.8 38.3	16.8 32.2	25.8 18.8	5.4 10.8	14.1
E-4	17.6 29.0	13.8 18.0	18.6 9.2	32.2 43.8	20.8
E-5	33.2 40.7	24.3 23.6	15.8 5.9	29.5 29.9	28.0
E-6	17.5 35.3	21.2 33.7	10.4 6.3	14.8 24.7	17.0
E-7	9.3 32.3	9.3 25.5	8.3 8.6	11.7 33.6	9.9
E-8	2.9 28.7	4.8 37.0	5.2 15.4	2.3 18.8	3.5
E-9	2.1 27.3	2.2 22.1	1.8 6.8	4.1 43.8	2.6
Total Personnel	26,793 34.3	21,201 27.1	8024 10.3	22,147 28.3	78,165

NOTE: See Survey Form 1, question 91.

Table 253

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
 OTHER THAN WAGES: SOCIAL SECURITY OR
 RAILROAD RETIREMENT

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	0.0	16.2	42.9	7.8	11.9
	0.0	55.6	28.4	16.0	
O-2	8.9	2.6	21.4	30.0	12.4
	19.0	8.3	14.3	58.3	
O-3	34.9	12.3	25.8	0.0	16.5
	56.6	30.0	12.4	0.0	
O-4	56.2	34.2	9.9	19.4	34.7
	43.9	40.5	2.1	13.5	
O-5	0.0	34.8	0.0	21.4	19.4
	0.0	73.7	0.0	26.3	
O-6	0.0	0.0	0.0	21.4	5.2
	0.0	0.0	0.0	100.0	
Total Personnel	184	281	54	164	684
	26.9	41.1	7.9	24.0	

NOTE: See Survey Form 3, question 82.

Table 254

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
 OTHER THAN WAGES: SUPPLEMENTARY
 SECURITY INCOME

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	0.0	27.5	33.5	0.0	8.2
	0.0	72.1	27.9	0.0	
O-2	26.9	0.0	0.0	6.9	12.1
	79.4	0.0	0.0	20.6	
O-3	34.8	0.0	20.1	0.0	13.8
	90.1	0.0	9.9	0.0	
O-4	18.6	18.1	46.4	17.2	19.9
	34.0	19.4	15.5	31.1	
O-5	19.7	22.4	0.0	37.9	25.5
	28.0	18.9	0.0	53.0	
O-6	0.0	32.1	0.0	37.9	20.6
	0.0	33.6	0.0	65.4	
Total Personnel	185	113	35	185	518
	35.7	21.8	6.8	35.7	

NOTE: See Survey Form 3, question 82.

Table 255

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
 OTHER THAN WAGES: PUBLIC WELFARE
 OR ASSISTANCE

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	0.0	55.8	0.0	0.0	50.5
	0.0	100.0	0.0	0.0	
O-2	0.0	27.9	100.0	0.0	34.7
	0.0	72.1	27.9	0.0	
O-3	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	
O-4	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	
O-5	0.0	16.3	0.0	0.0	14.8
	0.0	100.0	0.0	0.0	
O-6	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	
Total Personnel	0	111	12	0	123
	0.0	90.2	9.8	0.0	

NOTE: See Survey Form 3, question 82.

Table 256

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
OTHER THAN WAGES: GOVERNMENT FOOD STAMPS

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	100.0	100.0	0.0	0.0	69.1
	61.7	38.3	0.0	0.0	
O-2	0.0	0.0	100.0	0.0	19.9
	0.0	0.0	100.0	0.0	
O-3	0.0	0.0	0.0	100.0	11.0
	0.0	0.0	0.0	100.0	
O-4	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	
O-5	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	
O-6	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	
Total Personnel	50	31	23	13	117
	42.7	26.5	19.7	11.1	

NOTE: See Survey Form 3, question 82.

Table 257

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
 OTHER THAN WAGES: UNEMPLOYMENT OR
 WORKMEN'S COMPENSATION

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	19.1	28.0	14.9	0.0	15.0
	44.6	50.2	5.2	0.0	
O-2	27.0	28.9	29.8	7.5	21.3
	44.5	36.6	7.3	11.6	
O-3	32.2	18.8	22.4	67.3	39.6
	28.6	12.8	3.0	55.7	
O-4	16.6	22.1	24.1	14.4	17.8
	32.8	33.7	7.0	26.5	
O-5	1.6	2.3	8.9	10.8	5.2
	10.4	11.7	9.1	68.8	
O-6	3.5	0.0	0.0	0.0	1.2
	100.0	0.0	0.0	0.0	
Total Personnel	1042	802	156	973	2973
	66.6	27.0	5.2	32.7	

NOTE: See Survey Form 3, question 82.

Table 258

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
 OTHER THAN WAGES: INTEREST AND DIVIDENDS
 ON INVESTMENTS

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	7.4	11.3	12.4	5.1	7.7
	30.2	34.6	9.6	25.6	
O-2	14.3	15.1	22.3	11.4	13.9
	32.4	25.8	9.6	32.3	
O-3	33.6	29.5	28.9	41.2	35.3
	29.8	19.7	4.9	45.6	
O-4	21.4	21.9	21.1	21.0	21.3
	31.4	24.2	5.9	38.5	
O-5	16.3	14.1	10.8	15.5	15.1
	33.9	22.0	4.2	39.9	
O-6	7.0	8.2	4.7	5.9	6.7
	32.7	28.8	4.1	34.4	
Total Personnel	56,183	42,313	10,682	70,018	179,196
	31.4	23.6	6.0	39.1	

NOTE: See Survey Form 3, question 82.

Table 259

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
OTHER THAN WAGES: PENSIONS FROM GOVERNMENT
EMPLOYMENT

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	
O-2	8.2	29.0	40.0	10.3	15.9
	10.6	41.1	15.2	32.5	
O-3	57.0	39.0	60.1	45.6	47.4
	25.1	18.4	7.8	48.4	
O-4	0.0	13.5	0.0	21.4	13.8
	0.0	22.1	0.0	77.9	
O-5	8.2	10.1	0.0	12.7	10.4
	16.2	22.2	0.0	61.6	
O-6	26.6	8.5	0.0	10.0	12.5
	44.5	15.1	0.0	40.3	
Total Personnel	199	214	58	479	950
	31.7	23.9	6.1	50.4	

NOTE: See Survey Form 3, question 82.

Table 260

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
 OTHER THAN WAGES: PENSIONS FROM PRIVATE
 EMPLOYERS OR UNIONS

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	0.0	0.0	21.7	0.0	4.6
	0.0	0.0	100.0	0.0	
O-2	0.0	0.0	43.5	0.0	9.2
	0.0	0.0	100.0	0.0	
O-3	70.0	100.0	26.2	26.8	56.6
	57.0	23.9	9.9	9.2	
O-4	30.0	0.0	0.0	0.0	13.8
	100.0	0.0	0.0	0.0	
O-5	0.0	0.0	8.6	0.0	1.8
	0.0	0.0	100.0	0.0	
O-6	0.0	0.0	0.0	73.2	14.0
	0.0	0.0	0.0	100.0	
Total Personnel	115	34	53	48	251
	45.8	13.6	21.1	19.1	

NOTE: See Survey Form 3, question 82.

Table 261

SOURCES OF OFFICERS' FAMILY INCOME IN 1978 OTHER THAN WAGES:
 ALIMONY, CHILD SUPPORT, OR REGULAR CONTRIBUTIONS
 FROM OUTSIDE HOUSEHOLD

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	2.6	10.2	0.0	3.1	5.0
	11.0	63.7	0.0	24.7	
O-2	15.9	11.0	28.3	25.1	18.9
	18.2	18.2	10.5	53.2	
O-3	36.2	32.2	37.4	30.4	32.7
	23.7	30.9	8.1	37.3	
O-4	27.7	31.2	20.9	20.2	25.3
	23.5	38.7	5.8	32.0	
O-5	5.9	5.5	11.2	15.1	9.8
	12.9	17.8	8.0	61.5	
O-6	11.7	9.9	2.2	6.0	8.2
	30.7	37.8	2.1	29.4	
Total Personnel	624	914	205	1167	2910
	21.4	31.4	7.0	40.1	

NOTE: See Survey Form 3, question 82.

Table 262

SOURCES OF OFFICERS' FAMILY INCOME IN 1978
OTHER THAN WAGES: OTHER SOURCES

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
0-1	1.4 15.3	4.6 34.2	6.9 13.5	3.2 37.0	3.1
0-2	7.2 36.0	6.7 21.8	13.2 11.4	6.1 30.8	7.1
0-3	30.9 34.7	24.8 18.2	26.7 5.2	37.0 41.9	31.4
0-4	26.2 35.5	29.7 26.3	32.3 7.6	22.4 30.6	26.0
0-5	22.8 38.3	18.8 20.6	14.3 4.2	21.8 37.0	21.0
0-6	11.6 35.8	15.4 31.1	6.6 3.5	9.5 29.6	11.4
Total Personnel	9675 35.3	6324 23.1	1673 6.1	9769 35.6	27,441

NOTE: See Survey Form 3, question 82.

Table 263

UNEARNED INCOME AS A PERCENT OF FAMILY INCOME
FOR ENLISTED PERSONNEL

Percent of Family Income	Army	Navy	Marine Corps	Air Force	DoD Total
0	76.7 35.9	72.3 26.7	76.6 9.2	71.2 28.2	73.9
1-5	13.5 28.5	17.8 29.7	13.8 7.5	19.2 34.3	16.3
6-10	3.1 31.4	3.6 28.6	2.9 7.6	3.8 32.4	3.4
11-15	1.7 32.5	2.0 28.9	1.9 9.0	1.9 29.6	1.8
16-25	1.8 33.2	2.0 29.0	1.7 8.0	1.9 29.8	1.9
26-50	1.8 37.7	1.7 27.9	1.6 8.4	1.5 26.0	1.7
Over 50	1.4 50.5	0.7 19.6	1.6 14.4	0.5 15.6	1.0
Total Personnel	470,097 34.6	371,141 27.3	120,352 8.9	397,287 29.2	1,358,878

NOTE: See Survey Form 1, question 92.

Table 264

UNEARNED INCOME AS A PERCENT OF FAMILY
INCOME FOR OFFICERS

Percent of Family Income	Army	Navy	Marine Corps	Air Force	DoD Total
0	42.2 31.6	42.3 23.4	51.3 8.1	41.8 36.9	42.7
1-5	40.4 31.5	40.4 23.2	35.7 5.9	43.0 39.4	41.1
6-10	9.1 37.1	8.1 24.5	6.1 5.3	6.9 33.1	7.8
11-15	3.4 30.6	4.0 26.5	2.6 5.0	3.6 37.9	3.6
16-25	2.8 31.7	3.0 24.6	2.6 6.1	2.8 37.5	2.8
26-50	1.7 32.8	1.8 25.4	1.1 4.7	1.6 37.1	1.6
Over 50	0.5 32.5	0.5 24.6	0.7 10.1	0.4 32.9	0.5
Total Personnel	74,205 32.0	54,691 23.6	15,670 6.8	87,425 37.7	231,990

NOTE: See Survey Form 3, question 83.

Table 265
TOTAL FAMILY INCOME IN 1978 OF ENLISTED PERSONNEL

Family Income	Pay Grade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
\$0 to \$10,000	80.5 0.4	91.2 3.4	86.1 19.6	79.5 37.2	64.1 29.6	31.2 8.7	6.3 1.0	1.5 0.0	2.0 0.0	58.5
\$10,001 to \$15,000	0.8 0.0	5.5 0.5	8.4 4.7	13.7 15.7	24.7 27.7	42.0 29.1	49.8 19.4	27.2 2.7	4.7 0.3	24.1
\$15,001 to \$20,000	0.0 0.0	0.8 0.2	2.0 2.6	3.8 10.1	7.4 19.4	17.5 27.6	27.2 24.7	40.7 9.5	46.8 5.9	10.3
\$20,001 to \$25,000	0.0 0.0	0.4 0.2	0.6 2.1	1.1 7.7	2.2 15.5	5.4 22.9	11.2 27.2	22.9 14.4	29.4 9.9	3.9
\$25,001 to \$30,000	1.3 0.4	0.8 1.3	0.5 4.6	0.5 9.0	0.7 13.8	2.0 23.4	4.3 29.0	5.8 10.1	9.1 8.5	1.4
\$30,001 to \$35,000	1.7 1.6	0.1 0.5	0.5 17.2	0.2 11.3	0.2 12.1	0.4 17.1	0.7 16.4	1.5 8.9	4.6 15.0	0.4
\$35,001 to \$40,000	2.3 5.0	0.1 1.3	0.5 38.5	0.1 17.8	0.1 8.1	0.1 7.9	0.3 14.2	0.3 4.1	0.4 3.1	0.2
\$40,001 to \$45,000	5.3 19.3	0.1 2.9	0.0 0.0	0.1 15.7	0.1 29.3	0.1 21.7	0.0 0.0	0.1 1.4	0.8 9.7	0.1
\$45,001 to \$50,000	1.3 6.4	0.1 3.0	0.2 40.3	0.0 3.8	0.0 3.0	0.0 0.0	0.2 20.7	0.0 1.1	1.3 21.8	0.1
Over \$50,000	7.0 3.6	0.9 2.5	1.1 20.0	1.2 44.5	0.6 20.0	0.2 5.2	0.2 2.5	0.0 0.1	0.9 1.5	0.8
Total Personnel	5457 0.4	30,692 2.2	188,106 13.4	387,914 27.6	380,970 27.1	229,499 16.3	131,971 9.4	33,977 2.4	18,299 1.3	1,406,884

NOTE: See Survey Form 1, question 93.

Table 266

TOTAL FAMILY INCOME IN 1978 OF OFFICERS

Family Income	Pay Grade						Total
	O-1	O-2	O-3	O-4	O-5	O-6	
\$0 to \$10,000	40.7	6.7	0.8	0.3	0.5	0.4	5.6
	73.3	19.1	5.0	1.2	0.9	0.4	
\$10,001 to \$15,000	43.2	47.4	6.2	0.2	0.1	0.0	14.1
	30.8	53.1	15.7	0.3	0.1	0.0	
\$15,001 to \$20,000	10.6	28.5	36.6	7.5	0.4	0.1	20.1
	5.3	22.3	64.7	7.4	0.3	0.0	
\$20,001 to \$25,000	3.8	11.2	33.8	35.3	11.3	1.1	22.8
	1.7	7.7	52.8	31.1	6.5	0.3	
\$25,001 to \$30,000	1.0	3.9	12.2	31.6	30.4	6.6	15.7
	0.6	3.9	27.5	40.3	25.4	2.3	
\$30,001 to \$35,000	0.7	1.2	6.0	14.2	28.5	22.4	10.2
	0.7	1.8	20.8	27.9	36.7	12.2	
\$35,001 to \$40,000	0.0	0.7	2.9	5.6	15.1	31.5	6.0
	0.0	1.7	17.4	18.8	33.1	29.0	
\$40,001 to \$45,000	0.0	0.2	0.8	2.8	8.0	15.8	2.8
	0.0	0.9	10.6	20.2	37.2	31.1	
\$45,001 to \$50,000	0.0	0.0	0.4	1.2	2.9	10.1	1.3
	0.0	0.2	10.5	18.5	28.7	42.0	
Over \$50,000	0.0	0.3	0.4	1.3	2.9	12.1	1.5
	0.0	3.1	8.5	17.6	25.6	45.2	
Total Personnel	23,475	36,914	83,341	46,973	30,715	12,957	234,376
	10.0	15.8	35.6	20.0	13.1	5.5	

NOTE: See Survey Form 3, question 84.

Table 267

ENLISTED PERSONNEL RECEIVING CIVILIAN JOB OFFERS IN
TWELVE MONTHS PRIOR TO SURVEY

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
E-1	0.4 21.7	0.5 22.4	3.1 50.1	0.2 5.8	0.7
E-2	1.8 20.9	4.2 40.3	11.0 38.6	0.0 0.1	3.2
E-3	10.3 25.5	14.0 28.9	25.3 19.2	16.8 26.4	14.6
E-4	34.1 43.9	21.1 22.5	18.3 7.2	32.4 26.3	28.1
E-5	26.3 36.1	28.8 32.9	19.6 8.3	26.4 22.8	26.3
E-6	16.2 37.6	19.2 36.9	12.7 9.0	11.3 16.5	15.6
E-7	7.9 34.8	8.4 30.9	6.6 8.9	9.1 25.4	8.2
E-8	2.1 31.7	2.9 36.0	2.7 12.7	2.1 19.6	2.4
E-9	0.9 31.5	0.9 24.8	0.7 6.7	1.8 37.0	1.1
Total Personnel	264,461 36.1	219,614 30.0	81,013 11.1	166,893 22.8	731,980

NOTE: See Survey Form 1, question 97.

Table 268

OFFICERS RECEIVING CIVILIAN JOB OFFERS IN
TWELVE MONTHS PRIOR TO SURVEY

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD Total
O-1	9.1	11.6	13.6	4.8	8.5
	36.4	31.5	11.7	20.4	
O-2	18.9	13.3	27.3	11.5	15.6
	41.0	19.7	12.9	26.4	
O-3	36.8	34.4	30.8	43.2	38.1
	32.6	20.9	5.9	40.6	
O-4	17.3	23.0	17.0	19.3	19.3
	30.2	27.5	6.4	35.8	
O-5	12.1	11.3	7.9	15.0	12.6
	32.3	20.7	4.6	42.5	
O-6	5.7	6.4	3.6	6.1	5.9
	32.8	25.4	4.5	37.3	
Total Personnel	33,001	22,620	7188	35,003	97,812
	33.7	23.1	7.3	35.8	

NOTE: See Survey Form 3, question 88.

Table 269
PROBABILITY OF ENLISTED PERSONNEL FINDING A GOOD CIVILIAN JOB

Year of Service	Probability of Finding a Job										Total
	No Chance	Very Slight	Slight	Some	Fair	Fairly Good	Good	Very Probable	Almost Sure	Certain	
1	4.5 2.4	1.1 1.0	2.6 2.7	2.4 4.0	1.4 3.6	2.1 7.6	2.8 15.1	2.0 7.2	1.6 9.5	1.6 10.7	2.4 36.1
2	12.9 1.2	15.7 2.6	12.4 2.2	14.6 4.1	12.8 5.6	10.4 6.4	11.5 10.6	14.0 8.6	13.0 13.0	12.7 14.7	12.1 31.1
3-4	26.5 0.9	30.8 2.0	33.6 2.3	30.4 3.4	30.2 5.2	32.2 7.8	31.5 11.4	32.5 7.9	30.1 11.9	32.9 15.0	32.1 32.3
5-6	16.9 1.5	11.6 1.8	11.4 1.9	13.3 3.5	14.5 6.0	15.5 9.1	13.4 11.7	12.5 7.3	13.5 12.8	12.4 13.6	12.7 30.8
7-9	12.3 1.0	12.0 1.8	12.2 2.0	12.3 3.2	13.6 5.5	11.7 6.6	15.0 12.6	13.0 7.3	14.0 12.8	13.2 14.0	14.3 33.3
10-12	10.1 1.5	5.2 1.3	10.4 2.9	6.1 2.7	7.4 5.2	7.6 7.5	7.7 11.3	8.2 8.1	8.1 12.9	8.1 15.0	7.8 31.7
13-15	6.0 1.3	5.3 2.1	2.9 1.3	4.5 3.1	5.3 5.7	4.6 7.0	5.6 12.6	5.1 7.6	5.1 12.5	5.8 16.5	4.9 30.5
16-20	6.3 0.7	11.0 2.3	6.7 1.5	9.7 3.5	8.8 5.0	10.2 8.1	8.7 10.3	9.2 7.3	10.1 13.1	10.2 15.1	10.1 33.3
21-25	2.3 0.8	5.2 3.1	5.7 3.7	5.1 5.2	4.5 7.1	4.9 10.9	3.1 10.5	2.7 6.1	4.1 14.9	2.7 11.4	2.9 26.5
26-30	2.2 3.3	2.1 5.7	2.1 6.0	1.3 6.1	1.6 11.5	0.8 8.0	0.6 9.6	0.6 6.1	0.4 6.9	0.4 8.1	0.7 28.8
Over 30	0.0 0.0	0.0 0.0	0.1 5.0	0.3 25.9	0.0 0.0	0.0 0.0	0.0 8.6	0.1 13.6	0.0 13.6	0.0 13.6	0.0 19.8
Total Personnel	17,394 1.1	31,431 2.0	33,987 2.2	54,124 3.5	84,897 5.5	119,116 7.7	177,357 11.5	118,427 7.7	193,706 12.5	223,902 14.5	493,788 31.9

NOTE: See Survey Form I, question 98.

Table 270
PROBABILITY OF OFFICERS FINDING A GOOD CIVILIAN JOB

Year of Service	Probability of Finding a Job										Total
	No Chance	Very Slight	Slight	Some	Fair	Fairly Good	Good	Very	Probable	Almost Sure	
1	0.0	0.0	2.8	1.2	3.5	2.4	0.9	1.0	0.8	1.8	1.7
	0.0	0.0	1.5	1.0	7.1	6.5	3.8	5.0	7.8	20.8	46.5
2	0.0	7.3	8.2	7.7	7.8	5.8	8.1	9.0	6.3	6.9	7.7
	0.0	0.6	1.0	1.5	3.6	3.6	7.7	10.5	14.6	17.5	39.5
3-4	13.4	7.6	5.2	11.5	8.2	11.8	10.5	14.0	11.3	12.6	12.2
	0.1	0.4	0.4	1.4	2.4	4.6	6.3	10.3	16.3	20.0	37.9
5-6	8.7	7.2	4.4	7.4	9.3	8.2	12.2	12.9	12.1	12.7	11.5
	0.1	0.4	0.4	1.0	2.8	3.4	7.7	10.1	18.6	21.4	34.3
7-9	8.7	10.7	7.5	17.9	13.3	9.8	12.3	15.6	16.6	13.5	14.5
	0.1	0.5	0.5	1.8	3.2	3.2	6.2	9.7	20.3	18.0	36.6
10-12	0.0	8.7	8.3	8.7	9.5	12.0	12.4	10.0	12.9	13.4	12.1
	0.0	0.5	0.6	1.1	2.7	4.7	7.4	7.4	18.8	21.3	35.5
13-15	0.0	6.1	10.7	11.3	7.3	10.5	11.1	12.1	10.9	12.1	10.9
	0.0	0.4	0.9	1.6	2.3	4.5	7.3	9.9	17.6	21.4	34.0
16-20	44.4	18.0	24.7	18.0	18.4	18.8	15.3	15.3	18.4	16.7	17.1
	0.3	0.7	1.4	1.6	3.8	5.2	6.5	8.0	19.0	18.9	34.7
21-25	0.0	24.1	18.0	10.2	15.1	13.6	11.2	7.2	7.4	7.5	8.5
	0.0	1.9	2.0	1.8	6.2	7.6	9.5	7.5	15.3	17.0	31.4
26-30	7.8	9.0	8.4	5.5	6.6	6.0	5.4	2.7	2.8	2.6	3.3
	0.2	1.8	2.4	2.5	7.1	8.7	12.0	7.3	15.4	15.2	27.4
Over 30	17.2	1.4	1.8	0.6	0.9	1.0	0.6	0.3	0.7	0.3	0.5
	3.2	1.8	3.3	1.8	6.2	9.3	9.0	4.3	24.7	10.3	26.0
Total Personnel	232	1609	2263	3633	8486	11,490	17,599	21,756	43,027	47,044	85,895
	0.1	0.7	0.9	1.5	3.5	4.7	7.2	9.0	17.7	19.4	35.3

NOTE: See Survey Form 3, question 89.

Table 271

VIEW OF ENLISTED PERSONNEL TOWARD TRANSFERABILITY OF THEIR
MILITARY SKILLS TO CIVILIAN SECTOR

Transferability of Skills	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	23.4	9.4	21.2	11.9	16.3
	52.3	15.4	12.4	19.8	
Very Slight Possi- bility	7.8	6.4	7.8	9.4	7.9
	36.4	21.6	9.6	32.5	
Slight Possibility	4.8	4.6	5.7	6.8	5.4
	32.7	22.9	10.1	34.2	
Some Possibility	5.9	5.8	6.4	8.0	6.5
	33.2	23.8	9.5	33.5	
Fair Possibility	4.2	5.1	4.8	5.9	5.0
	30.8	27.6	9.2	32.4	
Fairly Good Possi- bility	6.8	6.5	6.0	6.1	6.4
	38.4	27.0	8.9	25.7	
Good Possibility	8.6	8.8	7.1	9.2	8.7
	36.2	27.1	7.9	28.8	
Probable	3.8	5.9	4.1	5.4	4.8
	28.6	32.8	8.2	30.5	
Very Probable	7.2	9.5	8.1	8.7	8.3
	31.5	30.5	9.4	28.6	
Almost Sure	8.1	10.1	8.3	8.2	8.7
	34.1	31.0	9.2	25.6	
Certain	19.5	27.8	20.5	20.4	22.0
	32.4	33.6	8.9	25.1	
Total Personnel	583,080	425,230	153,171	433,761	1,595,241
	36.6	26.7	9.6	27.2	

NOTE: See Survey Form 1, question 100.

Table 272

VIEW OF OFFICERS TOWARD TRANSFERABILITY OF THEIR
MILITARY SKILLS TO CIVILIAN SECTOR

Transferability of Skills	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	8.5	4.8	15.5	10.3	8.8
	31.2	12.6	11.8	44.4	
Very Slight Possi- bility	7.7	5.7	7.9	6.5	6.8
	36.5	19.7	7.8	36.0	
Slight Possibility	5.3	4.9	5.9	4.2	4.8
	35.5	23.7	8.2	32.6	
Some Possibility	6.5	6.5	7.2	5.6	6.2
	33.9	24.1	7.7	34.2	
Fair Possibility	4.8	4.7	4.2	3.8	4.4
	35.2	25.3	6.4	33.1	
Fairly Good Possi- bility	5.7	5.5	5.3	4.6	5.2
	35.5	24.3	6.8	33.4	
Good Possibility	8.0	8.3	8.7	7.1	7.8
	33.3	24.9	7.5	34.3	
Probable	8.2	8.2	7.3	6.3	7.4
	35.9	25.7	6.6	31.9	
Very Probable	10.8	12.0	11.1	11.1	11.2
	31.1	24.9	6.6	37.4	
Almost Sure	8.7	11.2	9.9	11.7	10.5
	26.7	24.9	6.3	42.1	
Certain	25.8	28.2	17.0	28.8	26.9
	31.0	24.4	4.2	40.4	
Total Personnel	79,483	57,248	16,476	92,842	246,048
	32.3	23.3	6.7	36.7	

NOTE: See Survey Form 3, question 91.

Table 273

ENLISTED PERSONNEL'S COMPARISON OF IMMEDIATE SUPERVISORS IN
MILITARY WITH A CIVILIAN SUPERVISOR

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	37.8 41.9	34.1 28.1	37.0 10.8	22.7 19.2	32.6
Civilian Slightly Better	20.9 37.3	21.3 28.3	22.1 10.4	17.5 24.0	20.2
About the Same	34.2 31.4	38.8 26.4	33.6 8.1	48.5 34.0	39.3
Civilian Slightly Worse	5.6 31.4	4.8 19.9	5.5 8.1	9.5 40.7	6.5
Civilian a Lot Worse	1.5 36.2	1.0 18.2	1.8 11.8	1.8 33.8	1.5
Total Personnel	566,389 36.1	420,409 26.8	148,730 9.5	433,097 27.6	1,568,625

NOTE: See Survey Form 1, question 102.

Table 274

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING EMPLOYEE/EMPLOYER RELATIONS

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	47.7 37.6	48.3 28.5	51.4 10.7	38.2 23.2	45.6
Civilian Slightly Better	27.2 33.9	28.7 26.8	27.2 8.9	31.7 30.4	28.8
About the Same	17.8 35.8	16.6 24.9	15.5 8.2	20.1 31.0	17.9
Civilian Slightly Worse	5.7 34.2	5.2 23.2	4.4 6.8	7.8 35.8	6.0
Civilian a Lot Worse	1.6 35.2	1.2 18.6	1.6 8.9	2.2 37.3	1.7
Total Personnel	559,344 36.0	418,228 26.9	147,179 9.5	430,213 27.7	1,554,965

NOTE: See Survey Form 1, question 102.

Table 275

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING RETIREMENT BENEFITS

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	13.0 30.6	20.9 36.6	18.3 11.3	11.9 21.5	15.3
Civilian Slightly Better	12.6 26.7	21.5 33.9	17.7 9.8	18.2 29.6	17.1
About the Same	29.7 37.3	27.0 25.3	28.7 9.5	28.9 28.0	28.6
Civilian Slightly Worse	31.0 39.8	23.5 22.5	24.9 8.4	29.6 29.3	28.0
Civilian a Lot Worse	13.6 44.6	7.2 17.5	10.4 9.0	11.5 28.9	11.0
Total Personnel	554,393 36.0	414,234 26.9	146,042 9.5	427,358 27.7	1,542,027

NOTE: See Survey Form 1, question 102.

Table 276

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING MEDICAL BENEFITS

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	9.8 27.9	18.4 39.4	12.2 9.1	10.8 23.6	12.6
Civilian Slightly Better	10.2 28.5	16.2 34.2	11.8 8.8	13.2 28.6	12.8
About the Same	24.6 34.6	27.4 29.0	25.3 9.5	24.8 27.0	25.5
Civilian Slightly Worse	34.4 38.4	27.3 22.9	32.5 9.6	34.0 29.2	32.2
Civilian a Lot Worse	21.0 44.5	10.7 17.1	18.2 10.2	17.2 28.2	16.9
Total Personnel	547,465 35.8	412,164 27.0	145,204 9.5	422,763 27.7	1,527,596

NOTE: See Survey Form 1, question 102.

Table 277

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING THEIR CHANCES FOR INTERESTING
AND CHALLENGING WORK

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	42.8 37.8	41.3 27.3	44.6 10.4	35.8 24.5	40.6
Civilian Slightly Better	22.8 32.4	26.6 28.3	22.9 8.6	28.0 30.8	25.3
About the Same	23.9 34.0	24.8 26.4	22.8 8.5	28.4 31.1	25.3
Civilian Slightly Worse	7.6 41.2	5.9 23.7	6.8 9.6	6.1 25.5	6.7
Civilian a Lot Worse	2.9 47.2	1.4 17.4	3.0 13.1	1.7 22.3	2.2
Total Personnel	556,275 35.9	416,542 26.9	146,859 9.5	430,336 27.8	1,550,012

NOTE: See Survey Form 1, question 102.

Table 278

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING WAGES AND SALARIES

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	53.4 32.7	68.6 31.6	64.5 10.5	53.5 25.2	58.6
Civilian Slightly Better	28.2 37.2	22.9 22.7	24.4 8.5	31.2 31.6	27.2
About the Same	12.5 46.1	6.2 17.2	7.6 7.5	10.3 29.3	9.7
Civilian Slightly Worse	4.9 47.1	2.0 14.0	2.8 7.2	4.3 31.7	3.7
Civilian a Lot Worse	1.0 48.9	0.4 14.5	0.6 8.5	0.7 28.1	0.7
Total Personnel	558,879 35.9	420,467 27.0	148,315 9.5	429,686 27.6	1,557,347

NOTE: See Survey Form 1, question 102.

Table 279

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING THEIR CHANCES FOR PROMOTION

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	31.7 34.7	35.5 29.2	34.1 9.8	30.9 26.3	32.7
Civilian Slightly Better	27.9 33.7	31.0 28.3	26.6 8.5	31.5 29.6	29.6
About the Same	27.7 36.8	25.3 25.3	28.1 9.8	27.3 28.1	27.0
Civilian Slightly Worse	10.0 40.8	7.1 21.7	9.1 9.8	8.8 27.8	8.8
Civilian a Lot Worse	2.8 52.0	1.1 15.6	2.0 10.2	1.5 22.3	1.9
Total Personnel	554,197 35.8	417,292 27.0	145,870 9.4	430,173 27.8	1,547,532

NOTE: See Survey Form 1, question 102.

Table 280

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING OPPORTUNITIES FOR TRAINING

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	31.5 41.1	26.6 26.1	35.9 12.4	20.1 20.3	27.4
Civilian Slightly Better	24.5 35.9	25.7 28.4	23.2 9.0	23.6 26.8	24.5
About the Same	28.5 31.4	33.2 27.5	27.3 8.0	38.8 33.1	32.5
Civilian Slightly Worse	11.9 33.6	12.8 27.0	10.7 8.0	14.4 31.4	12.7
Civilian a Lot Worse	3.7 44.9	1.8 16.8	3.0 9.7	3.0 28.6	2.9
Total Personnel	554,140 35.8	417,215 27.0	147,175 9.5	428,940 27.7	1,547,470

NOTE: See Survey Form 1, question 102.

Table 281

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING THEIR COLLEAGUES

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	34.9 45.7	26.7 26.2	34.0 11.8	16.2 16.3	27.4
Civilian Slightly Better	19.4 36.1	21.3 29.7	20.2 9.9	17.0 24.3	19.3
About the Same	40.0 30.5	46.7 26.6	39.6 8.0	59.5 34.9	47.1
Civilian Slightly Worse	4.2 31.2	4.4 24.4	4.6 9.0	6.3 35.4	4.9
Civilian a Lot Worse	1.5 44.1	0.8 17.1	1.6 12.9	1.1 25.9	1.2
Total Personnel	557,249 36.0	416,586 26.9	146,978 9.5	428,696 27.7	1,549,510

NOTE: See Survey Form 1, question 102.

Table 282

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING THEIR WORK SCHEDULE AND HOURS OF WORK

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	52.6 41.0	54.4 31.8	46.9 9.6	29.2 17.6	46.1
Civilian Slightly Better	22.1 35.7	22.9 27.7	23.5 10.0	21.4 26.7	22.3
About the Same	19.6 29.6	16.7 18.9	21.2 8.4	36.9 43.0	23.8
Civilian Slightly Worse	4.2 23.9	5.1 21.5	6.7 10.1	10.1 44.5	6.3
Civilian a Lot Worse	1.5 33.2	0.9 14.9	1.7 10.2	2.4 41.7	1.6
Total Personnel	557,743 35.9	418,201 26.9	146,964 9.5	431,020 27.7	1,553,928

NOTE: See Survey Form 1, question 102.

Table 283

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING JOB SECURITY

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	15.2 46.0	11.7 26.5	15.4 12.2	6.5 15.3	11.8
Civilian Slightly Better	11.3 42.2	9.3 26.3	10.8 10.6	7.2 20.9	9.6
About the Same	31.3 35.5	31.6 27.0	31.8 9.5	31.7 28.0	31.6
Civilian Slightly Worse	30.2 31.1	36.4 28.3	29.8 8.1	40.5 32.5	34.7
Civilian a Lot Worse	12.0 34.9	11.0 24.0	12.3 9.4	14.1 31.7	12.3
Total Personnel	550,457 35.8	414,562 27.0	144,828 9.4	428,582 27.9	1,538,428

NOTE: See Survey Form 1, question 102.

Table 284

**ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING EQUIPMENT USED ON THE JOB**

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	47.5 41.2	39.6 25.8	54.2 12.4	30.9 20.6	41.4
Civilian Slightly Better	24.3 35.0	26.6 28.6	23.9 9.1	24.7 27.3	25.0
About the Same	23.3 29.0	29.9 27.8	18.5 6.1	38.8 37.2	28.9
Civilian Slightly Worse	3.7 35.3	3.4 24.5	2.6 6.6	4.6 33.6	3.7
Civilian a Lot Worse	1.2 43.7	0.6 15.6	0.9 8.9	1.0 31.8	1.0
Total Personnel	555,874 35.9	416,881 26.9	146,817 9.5	428,488 27.7	1,548,059

NOTE: See Survey Form 1, question 102.

Table 285

ENLISTED PERSONNEL'S COMPARISON OF MILITARY AND CIVILIAN JOBS
REGARDING THE LOCATION OF THEIR JOB

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	59.4 38.1	61.4 29.5	63.9 10.8	43.9 21.6	56.1
Civilian Slightly Better	18.7 33.1	19.5 25.9	18.0 8.4	24.1 32.7	20.4
About the Same	17.9 32.2	16.9 22.8	15.1 7.1	27.4 37.9	20.0
Civilian Slightly Worse	2.7 37.3	1.7 18.3	1.9 7.1	3.5 37.3	2.6
Civilian a Lot Worse	1.3 48.4	0.4 11.5	1.1 10.3	1.1 29.7	1.0
Total Personnel	561,756 36.0	420,680 27.0	147,696 9.5	430,518 27.6	1,560,651

NOTE: See Survey Form 1, question 102.

Table 286

OFFICERS' COMPARISON OF IMMEDIATE SUPERVISORS IN MILITARY
WITH A CIVILIAN SUPERVISOR

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	16.8 33.0	14.4 20.4	12.5 5.1	18.1 41.5	16.4
Civilian Slightly Better	15.1 30.6	15.2 22.3	15.0 6.4	17.2 40.7	15.9
About the Same	56.6 32.9	57.2 23.9	53.6 6.5	54.1 36.7	55.6
Civilian Slightly Worse	9.0 28.6	11.5 26.3	14.8 9.0	9.5 35.3	10.2
Civilian a Lot Worse	2.6 43.5	1.7 20.9	4.2 14.7	1.1 20.9	1.9
Total Personnel	79,053 32.3	56,987 23.3	16,570 6.8	92,201 37.7	244,811

NOTE: See Survey Form 3, question 93.

Table 287

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
EMPLOYEE/EMPLOYER RELATIONS

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	32.8 31.7	30.1 20.9	26.7 5.4	37.5 42.0	33.5
Civilian Slightly Better	30.8 28.8	36.0 24.3	37.5 7.3	36.3 39.5	34.6
About the Same	27.0 36.5	24.8 24.2	25.9 7.3	20.3 31.9	23.9
Civilian Slightly Worse	8.1 37.2	8.1 26.6	7.6 7.2	5.4 29.0	7.1
Civilian a Lot Worse	1.2 39.6	1.0 23.8	2.4 16.7	0.5 19.9	1.0
Total Personnel	79,049 32.3	57,028 23.3	16,540 6.8	91,996 37.6	244,613

NOTE: See Survey Form 3, question 93.

Table 288

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
RETIREMENT BENEFITS

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	8.4 28.6	9.9 24.2	10.4 7.4	10.0 39.8	9.5
Civilian Slightly Better	16.0 32.5	14.7 21.4	18.0 7.7	16.2 38.5	15.9
About the Same	21.7 31.7	22.0 23.2	22.7 7.0	22.2 38.1	22.0
Civilian Slightly Worse	36.2 33.0	35.3 23.2	33.1 6.3	35.1 37.5	35.4
Civilian a Lot Worse	17.8 33.3	18.1 24.5	15.8 6.2	16.4 36.0	17.2
Total Personnel	78,802 32.3	56,647 23.2	16,499 6.8	92,161 37.8	244,109

NOTE: See Survey Form 3, question 93.

Table 289

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
MEDICAL BENEFITS

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	12.5 25.4	17.3 25.4	20.5 8.7	17.2 40.6	16.0
Civilian Slightly Better	13.8 26.6	17.6 24.6	18.6 7.5	18.4 41.4	16.7
About the Same	23.4 34.0	22.2 23.3	19.1 5.8	21.8 36.8	22.2
Civilian Slightly Worse	30.6 35.3	26.9 22.4	23.2 5.6	27.4 36.7	28.0
Civilian a Lot Worse	19.7 37.2	16.0 21.8	18.7 7.4	15.2 33.6	17.1
Total Personnel	78,583 32.3	56,847 23.4	16,451 6.8	91,489 37.6	243,371

* NOTE: See Survey Form 3, question 93.

Table 290

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
THEIR CHANCES FOR INTERESTING AND CHALLENGING WORK

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	23.0 33.8	18.5 19.7	19.5 6.0	23.6 40.6	21.9
Civilian Slightly Better	22.5 29.0	23.2 21.7	24.3 6.6	28.2 42.7	24.9
About the Same	39.3 33.4	38.6 23.8	35.0 6.2	36.7 36.6	37.9
Civilian Slightly Worse	12.5 32.1	16.3 30.3	15.7 8.4	9.8 29.3	12.6
Civilian a Lot Worse	2.8 33.1	3.4 29.5	5.5 13.7	1.7 23.8	2.7
Total Personnel	78,764 32.2	56,986 23.3	16,433 6.7	92,155 37.7	244,339

NOTE: See Survey Form 3, question 93.

Table 291

**OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
WAGES AND SALARIES**

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	34.1 31.1	36.9 24.4	33.4 6.3	35.8 38.2	35.4
Civilian Slightly Better	29.4 31.6	30.6 23.9	33.1 7.4	29.5 37.2	30.0
About the Same	19.7 33.4	17.9 21.9	19.3 6.8	19.1 37.9	19.0
Civilian Slightly Worse	13.6 33.7	11.7 21.1	12.4 6.5	13.3 38.7	13.0
Civilian a Lot Worse	3.3 39.2	2.9 24.8	1.8 4.6	2.3 31.4	2.7
Total Personnel	78,829 32.2	57,093 23.4	16,438 6.7	92,172 37.7	244,532

NOTE: See Survey Form 3, question 93.

Table 292

**OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
THEIR CHANCES FOR PROMOTION**

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	28.1 33.2	20.7 17.6	26.8 6.6	30.8 42.6	27.3
Civilian Slightly Better	31.3 31.5	31.1 22.6	32.4 6.8	33.2 39.2	32.0
About the Same	30.7 31.5	36.6 27.1	32.6 7.0	28.6 34.4	31.4
Civilian Slightly Worse	8.3 33.7	10.3 30.2	7.2 6.1	6.3 30.1	7.9
Civilian a Lot Worse	1.7 41.5	1.4 24.7	1.0 5.1	1.0 28.8	1.4
Total Personnel	78,763 32.3	56,832 23.3	16,441 6.7	92,206 37.8	244,241

NOTE: See Survey Form 3, question 93.

Table 293

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
OPPORTUNITIES FOR TRAINING

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	16.1 36.4	11.7 19.2	17.3 8.2	13.6 36.2	14.2
Civilian Slightly Better	25.1 33.5	25.7 24.9	27.2 7.6	21.7 34.0	24.1
About the Same	38.7 29.5	41.6 23.1	38.9 6.2	46.0 41.2	42.1
Civilian Slightly Worse	18.0 33.2	18.2 24.4	14.1 5.5	17.1 37.0	17.4
Civilian a Lot Worse	2.2 32.9	2.8 31.0	2.6 8.1	1.6 28.0	2.1
Total Personnel	78,534 32.2	56,980 23.3	16,487 6.8	92,135 37.7	244,135

NOTE: See Survey Form 3, question 93.

Table 294

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
THEIR COLLEAGUES

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	13.3 41.8	9.0 20.3	8.2 5.4	8.9 32.6	10.3
Civilian Slightly Better	19.6 38.9	16.5 23.7	13.6 5.6	13.7 31.8	16.3
About the Same	54.4 29.9	57.1 22.7	50.7 5.8	64.8 41.6	58.7
Civilian Slightly Worse	10.9 28.0	14.9 27.6	21.3 11.4	11.0 33.0	12.6
Civilian a Lot Worse	1.8 27.0	2.6 27.4	6.2 19.2	1.5 26.4	2.2
Total Personnel	79,068 32.3	57,108 23.3	16,485 6.7	92,114 37.6	244,775

NOTE: See Survey Form 3, question 93.

Table 295

**OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
THEIR WORK SCHEDULE AND HOURS OF WORK**

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	43.9 35.6	43.6 25.5	36.4 6.2	34.5 32.7	39.8
Civilian Slightly Better	26.5 30.8	28.6 23.9	32.0 7.7	27.7 37.6	27.8
About the Same	23.4 30.3	19.5 18.2	24.9 6.7	29.6 44.8	24.9
Civilian Slightly Worse	5.2 26.9	6.3 23.4	5.6 6.0	7.3 43.8	6.3
Civilian a Lot Worse	1.0 26.0	2.0 37.9	1.2 6.4	1.0 29.7	1.3
Total Personnel	79,084 32.3	56,992 23.3	16,489 6.7	92,356 37.7	244,921

NOTE: See Survey Form 3, question 93.

Table 296

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
JOB SECURITY

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	10.3 37.5	4.2 11.0	3.9 2.9	11.5 48.6	8.9
Civilian Slightly Better	11.3 34.6	4.0 8.8	8.3 5.3	14.5 51.4	10.6
About the Same	37.6 37.1	29.7 21.2	32.6 6.7	30.4 35.0	32.7
Civilian Slightly Worse	32.0 27.7	46.8 29.2	40.5 7.3	35.6 35.8	37.4
Civilian a Lot Worse	8.7 27.2	15.2 34.2	14.7 9.5	8.0 29.1	10.4
Total Personnel	78,923 32.3	56,944 23.3	16,424 6.7	91,919 37.6	244,210

NOTE: See Survey Form 3, question 93.

Table 297

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
EQUIPMENT USED ON THE JOB

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	32.0 35.2	23.4 18.6	44.8 10.3	27.8 35.8	29.3
Civilian Slightly Better	28.1 32.0	29.7 24.4	28.1 6.7	27.7 36.8	28.3
About the Same	35.9 30.8	40.5 25.1	22.9 4.1	39.8 40.0	37.6
Civilian Slightly Worse	3.6 29.0	5.1 29.8	2.8 4.8	3.9 36.4	4.0
Civilian a Lot Worse	0.5 18.6	1.2 34.1	1.3 10.3	0.8 37.0	0.8
Total Personnel	78,967 32.3	56,934 23.3	16,481 6.7	92,177 37.7	244,558

NOTE: See Survey Form 3, question 93.

Table 298

OFFICERS' COMPARISON OF MILITARY AND CIVILIAN JOBS REGARDING
THE LOCATION OF THEIR JOB

	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian a Lot Better	35.9 34.3	31.0 21.5	39.3 7.9	32.5 36.4	33.7
Civilian Slightly Better	26.5 30.3	27.4 22.7	27.7 6.6	30.1 40.4	28.2
About the Same	34.2 31.5	37.7 25.1	30.6 5.9	34.7 37.5	35.0
Civilian Slightly Worse	2.6 32.1	3.2 28.4	1.6 4.3	2.4 35.2	2.6
Civilian a Lot Worse	0.9 45.6	0.7 25.5	0.8 9.1	0.3 19.8	0.6
Total Personnel	78,809 32.2	56,997 23.3	16,508 6.7	92,503 37.8	244,817

NOTE: See Survey Form 3, question 93.

Table 299

COMPARISON OF ENLISTED PAY AND BENEFITS
WITH CIVILIAN SECTOR OPPORTUNITIES

Pay and Benefits Comparison	Army	Navy	Marine Corps	Air Force	DoD Total
Military a Lot More	12.9 46.4	6.7 17.5	11.2 10.5	9.6 25.6	10.2
Military a Little More	17.7 42.5	11.1 19.4	15.0 9.4	16.0 28.7	15.2
About the Same	17.1 40.1	13.4 22.9	15.5 9.5	15.6 27.4	15.6
Civilian a Little More	19.3 32.2	23.2 28.3	21.3 9.3	24.1 30.2	21.8
Civilian a Lot More	21.1 28.2	38.0 37.0	29.1 10.2	24.6 24.5	27.3
No Idea	11.9 44.0	7.6 20.6	7.9 7.6	10.1 27.8	9.9
Total Personnel	589,504 36.5	429,861 26.6	154,020 9.5	440,372 27.3	1,613,757

NOTE: See Survey Form 1, question 103.

Table 300

COMPARISON OF OFFICER PAY AND BENEFITS WITH
CIVILIAN SECTOR OPPORTUNITIES

Pay and Benefits Comparison	Army	Navy	Marine Corps	Air Force	DoD Total
Military a Lot More	10.8 38.0	9.3 23.6	8.3 6.1	7.9 32.3	9.2
Military a Little More	21.4 34.3	17.9 20.6	20.7 6.9	20.6 38.3	20.2
About the Same	19.1 35.1	17.1 22.6	18.4 7.1	16.5 35.2	17.6
Civilian a Little More	22.7 29.5	25.7 24.0	26.3 7.1	26.0 39.3	24.9
Civilian a Lot More	23.3 29.5	27.6 25.1	22.7 6.0	26.8 39.4	25.6
No Idea	2.7 35.1	2.4 22.2	3.6 9.7	2.2 33.0	2.5
Total Personnel	79,985 32.4	57,510 23.3	16,684 6.8	92,870 37.6	247,049

NOTE: See Survey Form 3, question 94.

Table 301

CURRENT DEBTS OF ENLISTED PERSONNEL

Pay Grade	Indebtedness								Total
	None	\$1 to \$499	\$500 to \$1999	\$2000 to \$4999	\$5000 to \$9999	\$10,000 to \$14,999	\$15,000+		
E-1	1.5 47.9	0.8 22.0	0.4 16.6	0.2 8.2	0.1 3.1	0.0 0.0	0.5 2.3	0.6	
E-2	7.0 47.6	4.3 24.2	1.9 16.0	1.1 10.0	0.3 1.3	0.1 0.1	0.7 0.7	2.7	
E-3	23.1 29.0	22.2 23.1	17.6 26.8	9.6 15.8	4.7 4.4	3.5 0.7	1.5 0.3	14.8	
E-4	36.5 23.9	35.7 19.3	30.5 24.2	23.1 19.8	19.8 9.7	18.3 1.8	13.6 1.3	28.4	
E-5	18.4 13.1	21.1 12.4	26.5 22.9	31.4 29.3	32.0 17.2	23.8 2.5	24.6 2.6	26.1	
E-6	6.4 7.7	8.5 8.5	13.6 19.9	20.1 31.6	25.0 22.6	27.8 5.0	26.9 4.8	15.5	
E-7	4.8 10.2	5.3 9.3	7.0 17.9	10.0 27.6	13.6 21.5	20.0 6.3	23.2 7.3	8.8	
E-8	1.7 14.1	1.1 7.6	1.6 16.2	2.9 30.4	3.1 19.1	5.0 6.0	5.5 6.6	2.2	
E-9	0.7 11.1	1.0 12.7	0.9 16.1	1.5 31.4	1.4 16.9	1.5 3.5	3.6 8.3	1.2	
Total Personnel	295,125 18.5	244,249 15.3	357,595 22.5	385,993 24.2	221,717 13.9	43,780 2.8	43,973 2.8	1,592,432	

NOTE: See Survey Form 1, question 94.

Table 302

CURRENT DEETS OF OFFICERS

Pay Grade	Indebtedness									Total
	None	\$1 to \$499	\$500 to \$1999	\$2000 to \$4999	\$5000 to \$9999	\$10,000 to \$14,999	\$15,000+			
0-1	6.1 11.5	8.3 8.4	9.8 16.4	14.5 36.0	12.3 23.0	6.7 3.8	2.2 1.1			10.0
0-2	12.3 14.8	16.3 10.6	18.0 19.5	17.9 28.5	17.5 21.1	9.9 3.6	6.3 1.9			15.6
0-3	33.0 17.7	34.7 10.0	35.2 16.9	36.4 25.7	36.4 19.5	36.5 5.9	32.8 4.5			35.1
0-4	22.7 21.2	21.6 10.9	19.8 16.5	17.4 21.4	17.4 16.2	23.1 6.5	31.1 7.4			20.1
0-5	18.0 25.6	12.4 9.5	11.9 15.2	10.1 19.0	12.8 18.2	14.3 6.1	18.1 6.5			13.2
0-6	7.9 26.0	6.7 12.0	5.3 15.8	3.7 16.4	3.7 12.4	9.5 9.5	9.5 8.0			5.7
Total Personnel	45,898 18.8	24,751 10.2	41,139 16.9	60,684 24.9	45,984 18.9	13,866 5.7	11,638 4.8			243,960

NOTE: See Survey Form 3, question 85.

Table 303

CURRENT ASSETS OF ENLISTED PERSONNEL

Pay Grade	Value of Assets								Total
	None	\$1 to \$499	\$500 to \$1999	\$2000 to \$4999	\$5000 to \$9999	\$10,000 to \$14,999	\$15,000+		
E-1	1.7 36.3	0.5 32.9	0.4 20.0	0.2 3.3	0.3 3.1	0.0 0.0	1.0 4.5	0.6	
E-2	4.4 19.6	3.7 50.2	2.0 20.2	1.4 6.4	0.6 1.2	0.8 0.6	2.1 2.0	2.7	
E-3	17.9 14.7	18.2 45.8	14.0 26.2	11.5 10.0	6.2 2.2	3.2 0.4	4.3 0.7	14.8	
E-4	35.7 15.2	31.8 41.8	28.2 27.4	22.7 10.3	16.3 3.0	13.8 1.0	15.3 1.4	28.6	
E-5	23.8 11.2	26.6 38.6	27.3 29.2	25.9 13.0	23.5 4.8	16.5 1.3	19.7 1.9	25.9	
E-6	10.4 8.2	12.9 31.5	16.5 29.8	19.7 16.6	21.5 7.5	24.2 3.1	20.0 3.3	15.4	
E-7	5.0 7.0	5.1 21.6	8.9 28.2	13.3 19.6	19.4 11.8	26.2 5.9	20.9 6.0	8.7	
E-8	0.8 4.1	1.0 16.1	1.9 23.1	3.7 21.5	6.7 15.9	9.8 8.6	9.5 10.7	2.4	
E-9	0.3 3.1	0.3 9.6	0.8 19.1	17.3 19.1	5.4 24.6	5.5 9.2	7.1 15.4	1.2	
Total Personnel	193,058 12.2	593,930 37.5	439,490 27.7	204,958 12.9	84,356 5.3	31,008 2.0	40,065 2.5	1,586,865	

NOTE: See Survey Form 1, question 95.

Table 304

CURRENT ASSETS OF OFFICERS

Pay Grade	Value of Assets								Total
	None	\$1 to \$499	\$500 to \$1999	\$2000 to \$4999	\$5000 to \$9999	\$10,000 to \$14,999	\$15,000+		
O-1	22.6	25.5	17.6	9.9	6.0	3.4	1.1	10.1	
	3.6	26.1	33.6	21.0	10.3	3.2	2.2		
O-2	18.2	29.1	24.6	18.1	13.0	8.9	3.0	15.4	
	1.9	19.2	30.4	24.9	14.4	5.4	3.9		
O-3	34.9	30.9	37.7	41.4	39.2	36.4	23.9	35.1	
	1.6	9.1	20.8	25.4	19.4	9.9	13.7		
O-4	16.4	9.8	13.0	19.7	23.2	25.1	28.4	20.3	
	1.3	5.0	12.5	21.0	19.9	11.9	28.3		
O-5	6.1	3.1	5.8	8.7	14.5	17.9	27.8	14.0	
	0.7	2.4	8.5	14.2	19.0	12.9	42.3		
O-6	1.9	1.6	1.4	2.2	4.1	8.4	15.7	6.1	
	0.5	2.9	4.7	8.3	12.8	14.3	56.4		
Total Personnel	3896	25,027	46,917	52,129	42,047	23,206	48,697	241,919	
	1.6	10.4	19.4	21.6	17.4	9.6	20.1		

NOTE: See Survey Form 3, question 86.

Table 305
CHANGE IN FINANCIAL SITUATION OF ENLISTED PERSONNEL IN THREE YEARS
(1976-1979)

Pay Grade	A Lot Better Now	Somewhat Better Now	About The Same	Somewhat Worse Now	A Lot Worse Now	Total
E-1	0.5 23.0	0.4 16.9	0.5 19.6	0.6 16.8	1.3 23.8	0.6
E-2	3.9 34.9	2.3 21.6	2.3 18.8	1.9 11.8	3.3 12.8	2.8
E-3	15.1 25.2	15.1 26.6	13.5 20.0	13.4 15.3	18.0 12.9	14.8
E-4	30.4 26.3	30.4 27.7	27.6 21.1	26.6 15.8	24.6 9.1	28.5
E-5	25.8 24.6	26.5 26.7	27.7 23.4	24.7 16.2	22.4 9.2	25.8
E-6	14.9 24.0	14.4 24.4	15.4 22.0	17.0 18.8	15.8 10.9	15.3
E-7	7.3 20.6	7.6 22.5	8.9 22.2	11.3 21.7	10.8 13.0	8.7
E-8	1.5 15.8	2.3 25.9	2.7 26.1	2.8 21.2	2.3 11.0	2.3
E-9	0.7 13.7	1.0 22.8	1.3 24.6	1.7 24.9	1.5 14.0	1.3
Total Personnel	397,167 24.6	418,745 26.0	352,566 21.9	272,792 16.9	170,669 10.6	1,611,939

NOTE: See Survey Form 1, question 96.

Table 306
CHANGE IN FINANCIAL SITUATION OF ARMY ENLISTED PERSONNEL IN THREE YEARS
(1976-1979)

Pay Grade	A Lot		Somewhat		About		Somewhat		A Lot	
	Better	Now	Better	Now	The Same	Now	Worse	Now	Worse	Now
E-1	0.1	0.2	0.2	0.2	0.2	0.6	2.4	0.4	0.4	0.4
	8.4	10.8	10.8	8.6	8.6	20.1	52.1			
E-2	2.4	1.4	1.4	1.8	1.8	1.4	0.7	1.7	1.7	1.7
	40.3	21.3	21.3	22.4	22.4	12.0	4.0			
E-3	8.8	10.6	10.6	10.3	10.3	9.2	15.9	10.3	10.3	10.3
	24.3	26.7	26.7	21.4	21.4	13.2	14.5			
E-4	35.7	36.2	36.2	34.8	34.8	34.0	31.1	34.9	34.9	34.9
	29.1	26.9	26.9	21.3	21.3	14.3	8.4			
E-5	26.5	25.8	25.8	25.2	25.2	23.1	19.0	24.8	24.8	24.8
	30.4	26.9	26.9	21.8	21.8	13.7	7.2			
E-6	16.1	15.0	15.0	15.1	15.1	16.4	15.2	15.6	15.6	15.6
	29.5	25.0	25.0	20.7	20.7	15.5	9.3			
E-7	8.1	7.8	7.8	8.4	8.4	10.9	12.3	8.9	8.9	8.9
	25.9	22.8	22.8	20.2	20.2	18.1	13.1			
E-8	1.7	2.1	2.1	2.8	2.8	3.2	2.6	2.3	2.3	2.3
	20.7	22.8	22.8	25.9	25.9	20.2	10.5			
E-9	0.7	1.0	1.0	1.4	1.4	1.3	0.8	1.0	1.0	1.0
	20.1	24.3	24.3	29.6	29.6	18.3	7.7			
Total Personnel	168,112	152,924	152,924	126,228	126,228	86,908	55,843	590,015	590,015	590,015
	28.5	25.9	25.9	21.4	21.4	14.7	9.5			

NOTE: See Survey Form 1, question 96.

Table 307

CHANGE IN FINANCIAL SITUATION OF NAVY ENLISTED PERSONNEL IN THREE YEARS
(1976-1979)

Pay Grade	A Lot Better Now	Somewhat Better Now	About The Same	Somewhat Worse Now	A Lot Worse Now	Total
E-1	0.4 15.8	0.5 21.3	0.3 12.1	1.2 38.4	0.6 12.3	0.6
E-2	5.1 28.5	2.8 18.6	3.3 19.4	3.1 14.2	6.1 19.4	3.9
E-3	15.0 22.0	15.7 27.6	12.0 18.7	13.1 16.1	18.5 15.7	14.6
E-4	23.0 23.2	21.1 25.5	20.7 22.2	18.5 15.6	23.4 13.6	21.2
E-5	29.1 21.3	31.6 27.7	34.0 26.4	25.1 15.3	22.4 9.4	29.3
E-6	17.8 20.4	18.0 24.8	17.9 21.8	22.9 22.0	16.6 11.0	18.6
E-7	7.3 18.3	7.1 21.3	8.9 23.7	11.3 23.7	9.1 13.1	8.5
E-8	1.7 15.7	2.3 25.6	2.0 19.2	3.5 26.6	2.5 13.0	2.3
E-9	0.7 15.1	1.0 25.1	1.1 24.2	1.3 23.9	0.9 11.7	1.0
Total Personnel	91,789 21.4	109,936 25.7	97,458 22.7	76,692 17.9	52,799 12.3	428,674

NOTE: See Survey Form 1, question 96.

Table 308
 CHANGE IN FINANCIAL SITUATION OF MARINE CORPS ENLISTED PERSONNEL IN THREE YEARS
 (1976-1979)

Pay Grade	A Lot		Somewhat		About		Somewhat		A Lot		Total
	Better	Now	Better	Now	The Same	Now	Worse	Now	Worse	Now	
E-1	3.0	31.3	1.9	19.4	4.0	32.5	0.6	3.1	3.3	13.8	2.6
E-2	15.7	38.7	10.6	25.0	8.8	16.5	7.5	9.7	10.4	10.1	11.2
E-3	25.8	27.3	24.1	24.5	26.7	21.6	24.5	13.5	31.4	13.1	26.0
E-4	18.2	27.8	21.2	31.1	15.1	17.6	19.1	15.3	13.6	8.2	18.0
E-5	17.8	25.0	22.1	29.8	18.8	20.1	20.1	14.8	18.7	10.3	19.6
E-6	11.7	26.4	12.1	26.1	13.9	23.9	12.2	14.3	10.6	9.3	12.2
E-7	5.5	21.6	5.3	20.2	8.3	24.9	10.3	21.3	7.7	12.0	7.0
E-8	1.8	18.3	2.4	24.5	3.3	26.3	3.6	19.3	3.1	12.6	2.7
E-9	0.6	16.2	0.5	14.3	1.0	23.2	2.1	32.5	1.2	13.7	0.9
Total Personnel	42,103	27.5	40,482	26.4	32,094	20.9	22,017	14.4	16,561	10.8	153,257

NOTE: See Survey Form 1, question 96.

Table 309
CHANGE IN FINANCIAL SITUATION OF AIR FORCE ENLISTED PERSONNEL IN THREE YEARS
(1976-1979)

Pay Grade	A Lot Better Now	Somewhat Better Now	About The Same	Somewhat Worse Now	A Lot Worse Now	Total
E-1	0.3 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
E-2	0.0 0.0	0.0 8.6	0.0 0.0	0.0 0.0	0.6 91.4	0.1
E-3	21.6 27.5	17.3 26.7	14.9 19.3	14.9 17.4	14.9 9.1	17.0
E-4	33.6 23.6	35.0 29.8	29.3 20.9	28.2 18.2	22.2 7.4	30.8
E-5	25.1 20.8	24.3 24.4	27.5 23.1	27.2 20.6	28.1 11.1	26.1
E-6	11.4 19.1	11.0 22.3	13.9 23.8	13.7 21.1	17.3 13.8	12.9
E-7	6.9 15.7	8.6 23.8	9.8 22.8	11.8 24.7	12.0 13.1	9.5
E-8	0.6 6.8	2.5 12.5	3.1 34.4	1.8 17.7	1.7 8.6	2.0
E-9	0.5 6.7	1.3 21.9	1.5 20.8	2.4 29.6	3.2 21.1	1.6
Total Personnel	95,162 21.6	115,403 26.2	96,785 22.0	87,174 19.8	45,466 10.3	439,989

NOTE: See Survey Form 1, question 96.

Table 310

CHANGE IN OFFICERS' FINANCIAL SITUATION IN THREE YEARS
(1976-1979)

Pay Grade	A Lot Better Now	Somewhat Better Now	About The Same	Somewhat Worse Now	A Lot Worse Now	Total
0-1	18.0 48.3	9.9 30.5	6.5 11.7	3.5 5.9	5.3 3.6	10.0
0-2	26.3 45.6	16.8 33.3	9.8 11.3	6.4 7.0	6.4 2.8	15.6
0-3	36.4 27.9	37.7 33.1	37.1 18.9	31.2 15.1	25.8 5.1	35.3
0-4	11.1 14.9	18.5 28.5	23.2 20.7	28.9 24.5	33.0 11.4	20.1
0-5	5.9 12.1	11.2 26.2	16.4 22.3	21.3 27.5	22.6 11.9	13.3
0-6	2.2 10.7	5.8 31.8	7.0 22.4	8.7 26.5	7.0 8.7	5.6
Total Personnel	66,405 27.0	76,070 30.9	44,248 18.0	41,980 17.1	17,121 7.0	245,824

NOTE: See Survey Form 3, question 87.

Table 311

CHANGE IN ARMY OFFICERS' FINANCIAL SITUATION IN THREE YEARS
(1976-1979)

Pay Grade	A Lot Better Now	Somewhat Better Now	About The Same	Somewhat Worse Now	A Lot Worse Now	Total
0-1	17.6 50.3	10.8 30.5	6.3 11.7	2.0 3.3	7.1 4.3	10.2
0-2	28.2 51.9	16.9 30.9	8.0 9.7	5.1 5.4	5.4 2.1	15.8
0-3	35.0 30.1	34.7 29.6	34.5 19.3	35.6 17.6	19.2 3.5	33.9
0-4	10.7 15.3	19.9 28.3	25.3 23.6	27.4 22.5	33.7 10.4	20.4
0-5	6.5 13.7	11.5 23.9	17.5 23.9	22.2 26.7	26.4 11.9	13.9
0-6	2.0 10.4	6.2 31.0	8.3 27.6	7.6 22.1	8.3 9.0	5.7
Total Personnel	23,111 29.2	22,900 28.9	15,046 19.0	13,244 16.7	4959 6.3	79,260

NOTE: See Survey Form 3, question 87.

Table 312
 CHANGE IN NAVY OFFICERS' FINANCIAL SITUATION IN THREE YEARS
 (1976-1979)

Pay Grade	A Lot Better Now	Somewhat Better Now	About The Same	Somewhat Worse Now	A Lot Worse Now	Total
0-1	25.1 47.1	14.4 31.6	10.5 13.1	5.2 6.0	5.4 2.1	14.5
0-2	22.9 39.7	17.4 35.4	11.8 13.5	8.0 8.5	7.8 2.8	15.8
0-3	31.7 29.6	29.3 32.1	31.4 19.4	26.2 15.2	19.1 3.7	29.2
0-4	12.4 16.1	20.5 31.2	21.5 18.5	30.7 24.8	34.9 9.5	21.0
0-5	4.7 10.4	12.0 30.9	16.0 23.3	18.3 25.0	22.7 10.4	12.4
0-6	3.2 12.5	6.4 29.1	8.8 22.4	11.6 27.8	10.2 8.2	7.1
Total Personnel	15,668 27.3	18,365 32.0	10,348 18.0	9716 16.9	3275 5.7	57,372

NOTE: See Survey Form 3, question 87.

Table 313

CHANGE IN MARINE CORPS OFFICERS' FINANCIAL SITUATION IN THREE YEARS
(1976-1979)

Pay Grade	A Lot Better Now	Somewhat Better Now	About The Same	Somewhat Worse Now	A Lot Worse Now	Total
0-1	28.7 53.7	14.5 26.6	7.0 8.2	9.0 8.2	8.9 3.4	16.2
0-2	36.7 43.1	28.3 32.6	20.7 15.1	11.3 6.5	11.1 2.7	25.9
0-3	21.0 22.4	33.4 35.1	32.7 21.7	27.5 14.3	29.4 6.5	28.4
0-4	9.0 15.3	14.5 24.2	23.5 24.9	29.0 24.0	32.9 11.6	17.8
0-5	3.6 13.0	7.0 25.0	10.6 24.0	16.7 29.7	11.0 8.3	8.3
0-6	1.1 9.5	2.4 20.6	5.6 30.2	6.6 27.8	6.6 11.9	3.5
Total Personnel	5055 30.3	4964 29.8	3139 18.9	2456 14.8	1042 6.3	16,657

NOTE: See Survey Form 3, question 87.

Table 314
CHANGE IN AIR FORCE OFFICERS' FINANCIAL SITUATION IN THREE YEARS
(1976-1979)

Pay Grade	A Lot Better Now	Somewhat Better Now	About The Same	Somewhat Worse Now	A Lot Worse Now	Total
0-1	11.0 44.7	5.7 30.7	4.0 11.2	2.8 8.3	3.6 5.1	6.0
0-2	24.5 44.2	14.5 34.6	7.9 9.9	5.8 7.7	5.8 3.6	13.5
0-3	44.7 26.2	46.0 35.7	44.2 18.1	31.2 13.4	32.3 6.6	41.6
0-4	11.2 13.7	16.9 27.6	22.2 19.1	28.9 26.1	31.7 13.6	19.8
0-5	6.7 11.6	11.2 25.7	16.8 20.3	23.1 29.4	21.7 13.1	14.1
0-6	2.0 9.6	5.7 36.3	4.9 16.4	8.3 29.4	4.9 8.3	5.0
Total Personnel	22,572 24.4	29,843 32.3	15,716 17.0	16,564 17.9	7846 8.5	92,541

NOTE: See Survey Form 3, question 87.

IX. MILITARY COMPENSATION AND BENEFITS

Military personnel receive monetary and nonmonetary benefits in addition to basic pay. These other benefits, including living quarters, subsistence allowances, and the tax advantage derived from the tax-exempt status of the allowances, together with basic pay constitute *regular military compensation* (RMC). RMC tables are based on averages of actual rates for the grade and years of service for both married and single personnel. An individual's actual RMC may at any given time be higher or lower than shown in the current table, depending on his or her status. Tables 315 and 316 show the average annual RMC of enlisted personnel and officers as of October 1, 1978, the date of the RMC table in effect at the time of the survey.

While the benefits that constitute RMC are well defined as a function of an individual's pay grade or specific military assignment, other benefits, such as access to military exchanges, commissaries, and medical services, are of a discretionary nature. This section describes the use by military personnel of these discretionary benefits and housing and assesses their value or the satisfactions that they provide.

Survey respondents were asked to report the actual dollar amounts that they, their spouses, and dependents spent at military exchanges and commissaries. Tables 317-320 present these data as percentages of the respondents' RMC. Similar distributions are presented for expenditures at civilian grocery stores in Table 321 for enlisted personnel and 322 for officers. Spending patterns at military exchanges showed similarities among the Services and among officers and enlisted personnel. Two-thirds of the enlisted personnel and over 85 percent of the officers reported spending between 1 and 10 percent of their RMC at military exchanges. The use of military commissaries and civilian grocery stores, however, varies by Service, as well as between officers and enlisted personnel within each Service.

To find out about the value to Armed Forces personnel of such benefits as medical services, commissaries, and exchanges, the survey

asked respondents to assume that they were assigned to a duty station where these benefits were not available and that they would instead be compensated with additional monthly allowances. Under these assumptions, they were asked to designate a fair monthly allowance. The results, tabulated by whether or not the respondent was married and had dependents, are shown in Tables 323-325 for enlisted personnel and 326-328 for officers.

In general, both officers and enlisted personnel placed higher values on military medical services and commissaries than on exchanges, and officers tended to place lower values on all three of these services than did enlisted personnel. As might be expected, individuals with dependents tended to value these services more than those without dependents, although the differences do not appear to be large.

The survey also sought information about the current housing of military personnel. The survey questions focused on housing type, reasons for occupying civilian housing, and basic information about housing costs. The distributions of different types of housing occupied by enlisted personnel are shown in Table 329 and by officers in Table 330. Over 60 percent of the officers, but only some 41 percent of enlisted personnel, reported living in civilian housing. The differences between enlisted personnel and officers and among the Services are accounted for in part by differences in occupational requirements and by the marital status of the various groups. In addition, the greater economic resources available to officers are reflected in the larger percentage who reported owning their own home (data not shown). The reasons given for living in civilian housing appear in Tables 331 and 332.

Satisfaction with housing was measured on a seven-point scale with the verbal cues "very dissatisfied" (1) and "very satisfied" (7) marking the two end points. As can be seen in Table 333, enlisted personnel are distributed approximately equally across the scale, and Service differences are minimal. Overall, about 29 percent marked the two extreme categories of dissatisfaction and 30 percent the two extreme categories of satisfaction. Table 334 for officers, however, shows greater overall levels of satisfaction, with only 11 percent of

the DoD total indicating extreme dissatisfaction and 53 percent indicating extreme satisfaction. Again, Service differences are minimal.

The levels of satisfaction are obviously a function of the type of housing occupied, as seen in Table 335 for enlisted personnel and Table 336 for officers. Highest levels of dissatisfaction were expressed by those on ships or in open bay or troop barracks; highest levels of satisfaction, by those in civilian housing or on-base military family housing. The relationship between household composition and housing satisfaction is shown in Tables 337 and 338.

Table 315

AVERAGE ANNUAL REGULAR MILITARY COMPENSATION OF ENLISTED PERSONNEL
AS OF OCTOBER 1, 1978
(Amounts in Dollars)

Years of Service (YOS)	Pay Grade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
1-2	7745	8469	8883	9523	10,268	11,475			
3			9216	9876	10,838	12,117			
4			9476	10,262	11,180	12,458	13,972		
5-6			9740	10,797	11,489	12,817	14,314		
7-8				11,084	11,970	13,151	14,663		
9-10					12,313	13,490	14,988	17,017	
11-12					12,659	13,835	15,330	17,326	
13-14					12,991	14,341	15,678	17,672	20,094
15-16					13,162	14,667	16,195	18,024	20,439
17-18						15,007	16,536	18,379	20,799
19-20						15,177	16,883	18,707	21,152
21-22							17,046	19,065	21,471
23-26							17,913	19,934	22,355
27-31							19,640	21,662	24,078

NOTE: The reporting of specific components of military compensation is contained in the survey data base; however, because these data contain unresolved problems, they were not used to calculate RMC for use in this section. The above RMC figures were taken from L. E. Sharff and S. Gordon (eds.), *Uniformed Services Almanac*, Uniformed Services Almanac, Inc., Washington, D.C., 1979.

Table 316

AVERAGE ANNUAL REGULAR MILITARY COMPENSATION OF OFFICERS
AS OF OCTOBER 1, 1978
(Amounts in Dollars)

Years of Service (YOS)	Pay Grade					
	0-1	0-2	0-3	0-4	0-5	0-6
1-2	12,927	15,241	17,478	18,998		
3	13,323	16,295	19,031	22,129		
4	15,460	18,810	20,040	23,295		
5-6	15,460	19,308	21,699	23,210	26,499	
7-8		19,627	22,530	23,550	26,509	
9-10			23,186	24,385	26,534	
11-12			24,190	25,702	27,184	
13-14			25,167	26,881	28,369	30,686
15-16			25,682	27,905	29,934	31,617
17-18				28,923	31,820	35,836
19-20				29,604	33,397	37,413
21-22					34,262	38,112
23-26					35,299	40,029
27-31						42,973

NOTE: The reporting of specific components of military compensation is contained in the survey data base; however, because these data contain unresolved problems, they were not used to calculate RMC for use in this section. The above RMC figures were taken from L.E. Sharff and S. Gordon (eds.), *Uniformed Services Almanac*, Uniformed Services Almanac, Inc., Washington, D.C., 1979.

Table 317

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO THE PERCENT OF
RMC SPENT EACH MONTH AT MILITARY EXCHANGES

Percent of RMC	Army	Navy	Marine Corps	Air Force	DoD Total
0	5.5 29.0	8.9 35.0	6.9 9.4	6.5 26.6	6.8
1-5	32.8 28.4	45.9 29.8	38.6 8.6	49.0 33.3	41.4
6-10	23.7 35.7	22.5 25.5	27.5 10.7	23.9 28.3	23.8
11-15	14.7 43.9	10.4 23.4	11.6 8.9	10.1 23.7	12.0
16-20	7.7 46.3	4.7 21.2	5.1 7.9	5.2 24.6	5.9
21-25	6.5 56.9	2.8 18.3	4.0 9.0	2.3 15.8	4.1
26-30	3.6 53.4	2.0 22.0	2.9 11.2	1.2 13.5	2.4
Over 30	5.5 54.5	2.9 21.6	3.4 8.7	1.9 15.1	3.6
Total Personnel	532,867 33.8	400,584 26.9	137,258 9.2	419,154 28.1	1,489,864

NOTE: See Survey Form 1, question 74.

Table 318

DISTRIBUTION OF OFFICERS ACCORDING TO THE PERCENT OF RMC
SPENT EACH MONTH AT MILITARY EXCHANGES

Percent of RMC	Army	Navy	Marine Corps	Air Force	DoD Total
0	4.5 32.4	4.9 22.9	4.6 6.3	4.8 38.5	4.7
1-5	58.8 29.3	69.8 22.9	65.8 6.3	73.7 41.5	67.3
6-10	24.0 42.5	17.8 20.6	19.0 6.4	15.3 30.6	19.0
11-15	7.6 47.0	5.0 20.3	6.1 7.2	3.6 25.5	5.4
16-20	2.9 52.0	1.5 18.0	2.7 9.0	1.1 21.1	1.9
21-25	1.0 45.0	0.4 12.5	0.9 7.4	0.7 35.2	0.8
26-30	0.5 36.3	0.3 15.8	0.4 5.6	0.5 42.3	0.4
Over 30	0.6 46.3	0.3 15.8	0.6 8.3	0.4 29.6	0.5
Total Personnel	74,601 33.6	49,056 22.1	14,203 6.4	84,284 37.9	222,144

NOTE: See Survey Form 3, question 65.

Table 319

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO THE PERCENT OF
RMC SPENT EACH MONTH AT MILITARY COMMISSARIES

Percent of RMC	Army	Navy	Marine Corps	Air Force	DoD Total
0	18.5 28.9	35.7 42.0	41.6 16.5	10.3 12.7	22.9
1-5	16.2 40.5	13.7 25.8	14.2 9.2	12.4 24.5	14.3
6-10	13.4 32.3	14.1 27.2	11.4 7.4	15.4 31.1	14.0
11-15	17.4 37.4	13.7 22.2	11.6 6.3	20.1 34.2	16.6
16-20	15.5 36.6	11.3 20.0	10.1 6.1	20.1 37.4	15.2
21-25	9.6 38.6	6.3 19.0	5.5 5.7	11.5 36.7	8.9
26-30	4.9 38.9	3.0 18.2	2.7 5.5	5.9 37.4	4.5
Over 30	4.5 43.7	2.3 16.7	2.7 6.8	4.3 32.8	3.7
Total Personnel	530,179 35.8	399,426 26.9	134,749 9.1	418,717 28.2	1,483,070

NOTE: See Survey Form 1, question 75.

AD-A114 806

RAND CORP SANTA MONICA CA

F/8 15/5

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMY--ETC(U)

MAR 82 Z D DOERING; W P HUTZLER

MDA903-80-C-0852

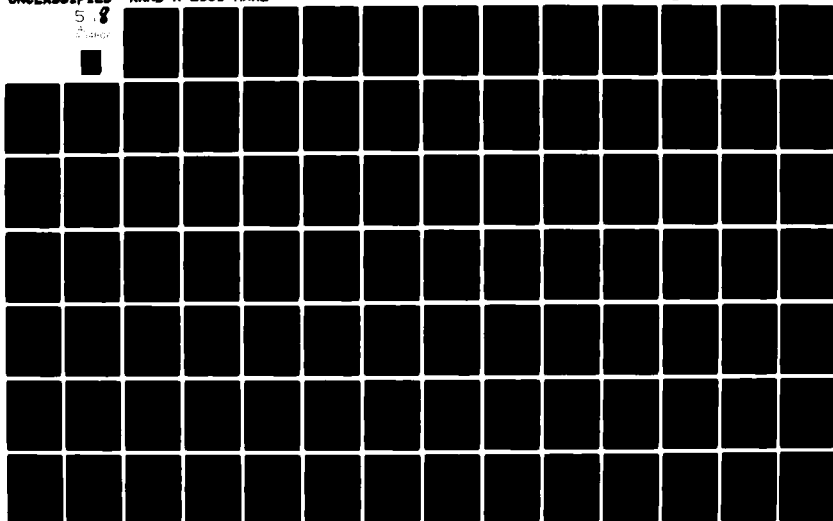
RAND-R-2851-MRAL

ML

UNCLASSIFIED

5.8

GROUP



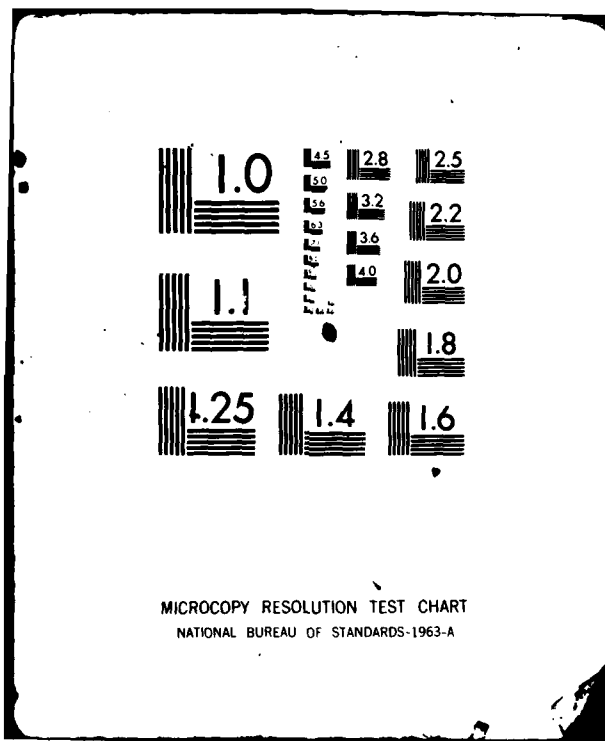


Table 320

DISTRIBUTION OF OFFICERS ACCORDING TO THE PERCENT OF RMC
SPENT EACH MONTH AT MILITARY COMMISSARIES

Percent of RMC	Army	Navy	Marine Corps	Air Force	DoD Total
0	5.3 23.9	12.9 38.4	13.4 11.5	5.2 26.2	7.5
1-5	16.5 27.8	25.7 28.6	21.3 6.8	19.3 36.8	19.9
6-10	36.3 32.4	36.1 21.2	33.2 5.6	40.4 40.7	37.6
11-15	28.9 39.2	18.1 16.2	22.6 5.8	25.2 38.7	24.7
16-20	9.2 40.5	5.3 15.2	7.4 6.2	7.7 38.1	7.7
21-25	2.8 44.4	1.4 15.3	1.3 4.1	2.0 36.2	2.1
26-30	0.6 56.9	0.2 14.4	0.5 8.2	0.2 20.4	0.4
Over 30	0.6 66.2	0.2 18.7	0.2 3.5	0.1 11.6	0.3
Total Personnel	74,746 33.6	49,234 22.1	14,195 6.4	84,351 37.9	222,525

NOTE: See Survey Form 3, question 66.

Table 321

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO THE PERCENT OF
RMC SPENT EACH MONTH AT CIVILIAN GROCERY STORES

Percent of RMC	Army	Navy	Marine Corps	Air Force	DoD Total
0	21.6	14.3	23.5	15.1	18.0
	42.8	21.5	12.0	23.7	
1-5	39.5	38.4	36.6	52.8	42.7
	32.9	24.2	7.8	35.0	
6-10	20.6	20.6	17.9	19.7	20.1
	36.5	27.6	8.2	27.8	
11-15	8.0	11.8	9.4	6.4	8.7
	32.8	36.6	9.9	20.8	
16-20	4.6	6.7	4.9	3.1	4.8
	34.5	37.8	9.4	18.4	
21-25	2.8	4.2	3.6	1.5	2.9
	34.7	39.1	11.4	14.8	
26-30	1.2	1.8	2.1	0.7	1.3
	32.9	36.1	15.1	16.0	
Over 30	1.8	2.2	2.2	0.7	1.6
	38.8	37.0	12.3	11.9	
Total Personnel	527,299	398,754	135,657	419,203	1,480,914
	35.6	26.9	9.2	28.3	

NOTE: See Survey Form 1, question 76.

Table 322

DISTRIBUTION OF OFFICERS ACCORDING TO THE PERCENT OF RMC
SPENT EACH MONTH AT CIVILIAN GROCERY STORES

Percent of RMC	Army	Navy	Marine Corps	Air Force	DoD Total
0	14.4	8.8	9.0	10.9	11.5
	42.2	16.9	5.0	35.9	
1-5	70.3	67.4	68.6	75.3	71.4
	33.1	20.9	6.2	39.9	
6-10	11.1	17.5	15.2	10.6	12.6
	29.6	30.8	7.8	31.9	
11-15	3.1	4.7	5.9	2.4	3.4
	30.5	30.6	11.2	27.8	
16-20	0.8	1.0	1.0	0.5	0.8
	36.9	28.5	8.1	26.5	
21-25	0.2	0.4	0.1	0.1	0.2
	35.1	36.2	4.1	24.7	
26-30	0.1	0.2	0.1	0.0	0.1
	38.6	44.4	10.1	7.0	
Over 30	0.1	0.2	0.1	0.1	0.1
	25.7	38.9	5.2	30.2	
Total Personnel	74,651	49,126	14,210	83,988	221,974
	33.6	22.1	6.4	37.8	

NOTE: See Survey Form 3, question 67.

Table 323

VALUE PLACED ON MILITARY MEDICAL SERVICES BY ENLISTED PERSONNEL

Value of Medical Services	Not Married		Married			Total
	With No Dependents	With Dependents	With Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	1.4	1.1	0.6	0.6	0.5	0.8
	51.9	3.0	10.5	31.9	2.7	
\$1 to \$50	17.8	9.8	16.4	14.2	11.1	15.4
	36.9	1.5	15.7	42.5	3.5	
\$51 to \$100	26.6	19.7	27.6	27.2	20.8	26.6
	32.0	1.7	15.3	42.2	3.8	
\$101 to \$200	20.7	25.5	22.5	23.3	26.7	22.6
	29.3	2.7	14.7	47.6	5.7	
\$201 to \$300	9.7	11.5	12.2	11.9	11.8	11.3
	27.7	2.4	15.9	49.0	5.1	
\$301 to \$400	3.7	3.2	4.2	3.9	5.4	3.9
	30.3	1.9	15.7	45.5	6.6	
\$401 to \$500	5.6	9.4	4.3	5.7	7.0	5.6
	31.9	3.9	11.3	46.9	6.0	
\$501 to \$750	9.3	13.4	7.7	7.9	10.1	8.6
	34.7	3.7	13.2	42.8	5.7	
Over \$750	5.1	6.4	4.5	5.2	6.8	5.2
	31.6	2.9	12.7	46.5	6.3	
Total Personnel	455,493	33,530	209,475	657,696	68,695	1,424,889
	32.0	2.4	14.7	46.2	4.8	

NOTE: See Survey Form 1, question 77A.

Table 324

VALUE PLACED ON MILITARY COMMISSARIES BY ENLISTED PERSONNEL

Value of Commissaries	Not Married		Married			Total
	With No Dependents	With Dependents	Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	3.6 40.6	2.3 1.9	3.5 18.2	2.2 35.4	2.2 3.8	2.8
\$1 to \$50	26.2 37.9	17.3 1.9	23.7 15.9	19.8 41.4	13.4 2.9	22.1
\$51 to \$100	28.6 30.3	26.5 2.1	32.5 16.0	30.5 46.8	30.0 4.8	30.1
\$101 to \$200	23.0 30.1	25.3 2.5	25.3 15.4	24.9 47.1	25.4 5.0	24.4
\$201 to \$300	6.4 24.5	10.1 2.9	6.9 12.3	9.8 54.4	10.3 5.9	8.3
\$301 to \$400	2.9 27.7	2.7 2.0	2.0 9.1	3.8 53.1	5.6 8.2	3.3
\$401 to \$500	2.0 28.9	2.4 2.5	1.2 8.1	2.6 53.6	3.3 7.0	2.3
\$501 to \$750	5.8 34.7	9.5 4.3	3.9 10.9	5.0 43.5	7.3 6.6	5.3
Over \$750	1.5 32.6	4.0 6.3	1.0 9.6	1.4 43.6	2.5 8.0	1.5
Total Personnel	456,631 31.9	33,934 2.4	212,113 14.8	660,884 46.1	68,868 4.8	1,432,430

NOTE: See Survey Form 1, question 77B.

Table 325
VALUE PLACED ON MILITARY EXCHANGES BY ENLISTED PERSONNEL

Value of Exchanges	Not Married		Married			Total
	With No Dependents	With Dependents	Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	3.4	3.2	5.8	6.4	6.7	5.3
	20.5	1.4	16.3	55.7	6.0	
\$1 to \$50	36.1	31.6	41.5	39.9	39.9	38.7
	29.9	1.9	15.9	47.4	4.9	
\$51 to \$100	28.2	24.0	27.5	26.4	20.7	26.8
	33.7	2.1	15.2	45.3	3.7	
\$101 to \$200	16.0	16.7	14.1	14.2	15.8	14.9
	34.4	2.7	14.0	43.8	5.1	
\$201 to \$300	5.1	6.3	3.4	4.4	5.3	4.6
	35.7	3.3	11.0	44.6	5.5	
\$301 to \$400	2.3	4.3	1.6	1.7	2.9	2.0
	37.1	5.2	11.9	38.7	7.1	
\$401 to \$500	1.7	2.3	1.3	1.5	2.1	1.6
	35.4	3.5	12.2	42.5	6.4	
\$501 to \$750	5.3	6.9	3.9	4.3	4.6	4.6
	36.5	3.5	12.5	42.8	4.7	
Over \$750	2.0	4.8	1.0	1.3	2.0	1.6
	40.0	7.1	9.4	37.5	6.0	
Total Personnel	457,286	33,967	211,514	655,504	67,764	1,426,035
	32.1	2.4	14.8	46.0	4.8	

NOTE: See Survey Form 1, question 77C.

Table 326
VALUE PLACED ON MILITARY MEDICAL SERVICES BY OFFICERS

Value of Medical Services	Not Married		Married			Total
	With No Dependents	With Dependents	Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	1.2	1.8	1.1	0.8	0.7	0.9
	21.3	1.7	20.2	51.4	5.4	
\$1 to \$50	37.5	19.5	27.7	22.5	18.2	25.5
	23.9	0.7	19.7	50.7	5.1	
\$51 to \$100	31.8	27.4	37.2	35.4	35.3	35.1
	14.8	0.7	19.2	58.1	7.2	
\$101 to \$200	17.8	32.8	21.2	26.4	26.8	24.2
	12.0	1.2	15.9	63.0	7.9	
\$201 to \$300	5.4	9.2	6.8	7.2	8.3	6.9
	12.8	1.2	17.9	59.7	8.5	
\$301 to \$400	1.1	1.2	1.6	1.9	4.3	1.9
	9.5	0.6	14.9	58.8	16.2	
\$401 to \$500	1.7	4.9	2.3	2.6	3.1	2.5
	11.0	1.8	17.1	61.1	9.1	
\$501 to \$750	1.7	0.4	0.8	1.5	1.6	1.4
	19.3	0.2	10.2	62.3	8.0	
Over \$750	1.8	2.8	1.4	1.6	1.8	1.6
	18.5	1.5	16.1	56.0	7.8	
Total Personnel	37,138	2040	41,281	131,103	16,217	227,779
	16.3	0.9	18.1	57.6	7.1	

NOTE: See Survey Form 3, question 68A.

Table 327
VALUE PLACED ON MILITARY COMMISSARIES BY OFFICERS

Value of Commissaries	Not Married		Married			Total
	With No Dependents	With Dependents	Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	3.9 35.3	4.0 1.9	1.9 19.1	1.1 35.1	2.2 8.6	1.8
\$1 to \$50	52.2 22.1	31.0 0.7	48.6 22.7	34.5 50.9	19.7 3.6	38.9
\$51 to \$100	26.0 12.1	29.4 0.7	28.5 14.7	39.6 64.3	40.7 8.2	35.3
\$101 to \$200	12.4 12.9	23.1 1.3	14.3 16.5	15.9 57.5	26.5 12.0	15.8
\$201 to \$300	2.7 9.8	7.7 1.5	3.9 16.0	5.1 65.3	4.7 7.4	4.5
\$301 to \$400	1.1 12.1	1.4 0.8	1.5 19.2	1.4 54.5	2.8 13.4	1.5
\$401 to \$500	0.4 8.6	1.5 1.7	0.4 10.0	1.0 70.6	1.0 9.1	0.8
\$501 to \$750	0.7 11.5	1.3 1.1	0.7 11.6	1.1 62.3	2.0 13.5	1.0
Over \$750	0.7 30.1	0.7 1.4	0.1 5.4	0.4 54.7	0.5 8.4	0.4
Total Personnel	38,075 16.5	1996 0.9	42,105 18.2	132,734 57.4	16,490 7.1	231,400

NOTE: See Survey Form 3, question 68B.

Table 328
VALUE PLACED ON MILITARY EXCHANGES BY OFFICERS

Value of Exchanges	Not Married		Married			Total
	With No Dependents	With Dependents	Spouse Only	Spouse and 1-3 Dependents	Spouse and Over 3 Dependents	
None	4.8 12.4	7.1 1.0	7.0 20.1	6.5 58.4	7.2 8.1	6.3
\$1 to \$50	64.2 16.5	45.5 0.6	62.5 17.8	64.7 57.9	63.8 7.2	64.0
\$51 to \$100	20.7 17.4	29.8 1.3	19.1 17.9	19.4 56.2	16.7 6.2	19.4
\$101 to \$200	7.0 16.4	11.0 1.4	8.5 22.1	6.1 50.2	9.5 9.9	7.0
\$201 to \$300	1.2 12.7	2.5 1.4	1.5 17.5	1.7 62.3	1.3 6.1	1.6
\$301 to \$400	0.4 12.2	2.7 4.9	0.4 16.4	0.5 56.5	0.7 10.0	0.5
\$401 to \$500	0.5 26.4	0.0 0.0	0.4 27.1	0.2 46.5	0.0 0.0	0.3
\$501 to \$750	0.7 18.4	1.6 2.2	0.5 12.8	0.7 62.1	0.4 4.5	0.7
Over \$750	0.7 37.4	0.0 0.0	0.2 9.8	0.2 41.5	0.5 11.3	0.3
Total Personnel	37,936 16.4	2027 0.9	42,163 18.2	132,432 57.3	16,650 7.2	231,208

NOTE: See Survey Form 3, question 68C.

Table 329

TYPE OF HOUSING LIVED IN BY ENLISTED PERSONNEL

Type of Housing	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian Housing	36.2 32.0	47.9 30.5	31.8 7.3	46.3 30.2	41.6
On Board Ship	0.3 2.0	19.3 94.3	1.7 2.9	0.2 0.9	5.4
Open Bay/Troop Barracks	30.8 72.6	1.2 2.1	24.8 15.3	5.7 10.0	15.6
Bachelor Enlisted Quarters (BEQ)	6.6 21.4	13.2 30.7	22.2 18.6	12.3 29.4	11.4
On Base Military Family Housing	20.0 36.9	10.5 14.0	14.9 7.2	30.7 41.9	19.9
Off Base Military Family Housing	6.1 36.9	7.8 34.2	4.6 7.4	4.8 21.4	6.0
Total Personnel	602,096 36.7	434,618 26.5	157,231 9.6	445,681 27.2	1,639,625

NOTE: See Survey Form 1, question 58.

Table 330

TYPE OF HOUSING LIVED IN BY OFFICERS

Type of Housing	Army	Navy	Marine Corps	Air Force	DoD Total
Civilian Housing	53.8 28.0	68.9 25.8	58.3 6.3	66.2 39.9	62.3
On Board Ship	0.0 0.0	5.0 94.9	0.9 4.7	0.0 0.4	1.2
Open Bay/Troop Barracks	(a)	(a)	(a)	(a)	(a)
Bachelor Officer Quarters (BOQ)	8.0 36.9	6.0 20.0	16.4 15.8	5.1 27.2	7.0
On Base Military Family Housing	33.3 42.4	13.8 12.6	23.0 6.1	26.3 38.9	25.4
Off Base Military Family Housing	4.9 38.8	6.3 36.2	1.4 2.4	2.4 22.6	4.1
Total Personnel	80,371 32.4	57,877 23.3	16,785 6.8	93,376 37.6	248,409

NOTE: See Survey Form 3, question 48.

^aNot generally applicable.

Table 331

ENLISTED PERSONNEL'S REASONS FOR LIVING IN CIVILIAN HOUSING

Reasons for Living in Civilian Housing	Army	Navy	Marine Corps	Air Force	DoD Total
Not eligible for military housing	13.4 38.8	10.8 28.8	13.2 8.8	9.6 23.5	11.5
Waiting for military housing	5.9 33.3	5.6 29.4	4.4 5.7	6.6 31.5	5.9
Military housing not available	14.1 35.4	13.7 31.9	14.9 8.6	11.3 24.1	13.3
Prefer civilian housing	43.0 30.8	47.2 31.2	43.2 7.1	51.2 30.9	46.6
Other reasons	23.7 34.7	22.7 30.7	24.3 8.2	21.3 26.4	22.8
Total Personnel	247,827 33.4	228,906 30.8	56,926 7.7	209,250 28.2	742,909

NOTE: See Survey Form 1, question 61.

Table 332

OFFICERS' REASONS FOR LIVING IN CIVILIAN HOUSING

Reasons for Living in Civilian Housing	Army	Navy	Marine Corps	Air Force	DoD Total
Not eligible for military housing	3.3 25.5	4.9 34.1	4.9 7.9	3.0 32.0	3.7
Waiting for military housing	1.5 25.8	1.9 30.3	3.6 14.0	1.2 29.9	1.6
Military housing not available	33.0 44.1	20.9 25.5	24.0 7.2	12.5 23.2	21.2
Prefer civilian housing	53.5 23.8	62.1 25.1	56.3 5.6	73.5 45.5	63.8
Other reasons	8.8 25.6	10.2 27.1	11.2 7.4	9.8 39.9	9.7
Total Personnel	43,441 28.3	39,540 25.8	9772 6.4	60,520 39.5	153,272

NOTE: See Survey Form 3, question 51.

Table 333

SATISFACTION OF ENLISTED PERSONNEL WITH
CURRENT HOUSING

Level of Satisfaction	Army	Navy	Marine Corps	Air Force	DoD Total
Very Dissatisfied--1	20.7	19.3	22.6	13.7	18.6
	40.8	27.6	11.6	20.1	
2	10.7	10.6	10.0	9.4	10.3
	38.3	27.5	9.3	24.8	
3	11.8	11.1	10.6	11.6	11.4
	37.7	25.6	8.9	27.7	
4	15.6	15.4	14.4	17.6	16.0
	35.8	25.6	8.6	30.0	
5	12.4	13.6	12.5	16.0	13.7
	33.2	26.3	8.7	31.8	
6	12.1	13.0	12.1	15.4	13.2
	33.5	26.0	8.8	31.7	
Very Satisfied--7	16.7	17.0	17.7	16.2	16.7
	36.6	26.9	10.1	26.4	
Total Personnel	597,891	432,278	155,911	444,154	1,630,232
	36.7	26.5	9.6	27.2	

NOTE: See Survey Form 1, question 59.

Table 334

SATISFACTION OF OFFICERS WITH CURRENT HOUSING

Level of Satisfaction	Army	Navy	Marine Corps	Air Force	DoD Total
Very Dissatisfied--1	5.4 32.9	5.6 24.5	7.0 8.8	4.8 33.7	5.3
2	7.5 38.5	5.7 21.3	7.4 8.0	5.4 32.2	6.3
3	7.1 32.8	6.5 21.5	9.0 8.6	7.0 37.1	7.1
4	12.5 34.6	11.5 23.0	11.2 6.5	11.2 35.9	11.7
5	15.1 29.9	17.5 24.9	14.5 6.0	17.1 39.3	16.4
6	22.6 29.2	25.5 23.8	22.9 6.2	27.1 40.8	25.0
Very Satisfied--7	29.8 34.0	27.6 22.7	28.1 6.7	27.5 36.6	28.3
Total Personnel	80,055 32.3	57,682 23.3	16,703 6.7	93,194 37.6	247,634

NOTE: See Survey Form 3, question 49.

Table 335

FEELINGS OF ENLISTED PERSONNEL ABOUT THEIR CURRENT HOUSING

Type of Housing	Very Dissat- isfied--1	2	3	4	5	6	Very Satis- fied--7	Total
Civilian Housing	16.4 7.3	25.1 6.2	34.4 9.5	42.1 16.2	47.0 15.5	52.7 16.8	71.5 28.6	41.7
On Board Ship	15.8 54.7	10.9 20.8	5.0 10.7	2.8 8.2	1.2 3.0	0.6 1.6	0.3 1.0	5.4
Open Bay or Troop Barracks	35.6 42.7	23.2 15.4	16.2 12.0	12.3 12.7	8.4 7.5	7.3 6.3	3.3 3.5	15.5
Bachelor Enlisted Quarters (BEQ)	16.9 27.5	16.3 14.7	13.7 13.8	12.3 17.3	9.6 11.6	7.6 8.9	4.3 6.2	11.4
On-Base Military Family Housing	12.1 11.3	19.2 9.8	23.6 13.5	23.1 18.5	25.8 17.7	24.8 16.4	15.4 12.8	20.0
Off-Base Military Family Housing (includ- ing leased/rental guaranteed housing)	3.3 10.1	5.4 9.2	7.0 13.3	7.5 19.8	8.0 18.1	6.8 15.0	5.3 14.6	6.0
Total Personnel	302,285 18.6	166,823 10.3	186,043 11.5	260,177 16.0	223,042 13.7	214,840 13.2	270,730 16.7	1,623,940

NOTE: See Survey Form 1, question 59.

Table 336

FEELINGS OF OFFICERS ABOUT THEIR CURRENT HOUSING

Type of Housing	Very Dissat- isfied--1	2	3	4	5	6	Very Satis- fied--7	Total
Civilian Housing	24.5 2.1	27.6 2.8	40.3 4.6	49.9 9.4	60.9 16.0	71.2 28.6	80.4 36.6	62.3
On Board Ship	10.2 44.5	4.5 23.0	1.1 6.5	1.6 15.2	0.6 7.7	0.1 1.6	0.1 1.5	1.2
Open Bay or Troop Barracks	-- ^a	--	--	--	--	--	--	--
Bachelor Officer Quarters (BOQ)	25.8 19.5	21.1 18.8	13.7 13.8	9.9 16.4	5.6 13.0	3.4 12.3	1.6 6.3	7.0
On-Base Military Family Housing	34.8 7.3	41.4 10.2	38.2 10.6	34.5 15.9	30.1 19.4	20.6 20.3	14.9 16.5	25.5
Off-Base Military Family Housing (including leased/rental guaranteed housing)	4.6 6.0	5.4 8.4	6.7 11.6	4.1 11.8	3.0 11.9	4.6 28.7	3.1 21.5	4.1
Total Personnel	13,138 5.3	15,507 6.3	17,402 7.0	28,894 11.7	40,504 16.4	61,866 25.0	69,969 28.3	247,280

NOTE: See Survey Form 3, question 49.

^aNot generally applicable.

Table 337

FEELINGS OF ENLISTED PERSONNEL ABOUT THEIR CURRENT HOUSING BY MARITAL-DEPENDENT GROUPS

Marital Dependency Groups	Very Dissat- isfied--1	2	3	4	5	5	Very Satis- fied--7	Total
Divorced, Widowed, Never Married: No Dependents	54.3 30.3	43.0 13.4	34.1 11.7	29.5 14.2	25.6 10.6	24.3 9.7	20.1 10.1	33.2
Divorced, Widowed, Never Married: With Dependents	6.2 23.1	5.2 10.8	4.6 10.6	5.7 18.7	4.2 11.6	4.1 11.1	4.2 14.2	4.9
Married, Separated: No Dependents Other Than Spouses	8.3 11.0	10.5 7.8	13.3 10.9	15.7 18.0	16.0 15.7	15.6 14.8	18.2 21.8	14.0
Married, Separated: Spouse and One to Three Other Dependents	28.2 12.0	37.3 8.9	44.2 11.6	44.7 16.5	49.7 15.8	50.4 15.5	51.0 19.7	43.3
Married, Separated: Spouse and More Than Three Other Dependents	3.1 12.3	4.0 9.1	3.8 9.5	4.4 15.3	4.5 13.6	5.5 16.0	6.6 24.2	4.6
Total Personnel	296,947 18.5	165,994 10.3	182,718 11.4	257,259 16.0	220,967 13.8	213,144 13.3	268,808 16.7	1,605,837

NOTE: See Survey Form 1, question 59.

Table 338

FEELINGS OF OFFICERS ABOUT THEIR CURRENT HOUSING BY MARITAL-DEPENDENT GROUPS

Marital Dependency Groups	Very Dissat- isfied--1	2	3	4	5	6	Very Satis- fied--7	Total
Divorced, Widowed, Never Married: No Dependents	29.1 8.7	25.0 8.8	16.2 6.4	18.3 12.0	17.0 15.5	16.2 22.7	16.4 26.0	17.9
Divorced, Widowed, Never Married: With Dependents	2.3 4.8	2.3 5.8	2.8 7.8	3.8 17.4	2.0 12.7	2.8 26.8	2.2 24.7	2.6
Married, Separated: No Dependents Other Than Spouse	12.0 3.7	14.8 5.3	19.5 7.8	15.5 10.3	15.8 14.8	18.3 26.0	19.8 32.1	17.5
Married, Separated: Spouse and One To Three Other Dependents	52.1 5.1	50.7 5.8	52.4 6.7	55.6 11.8	57.9 17.2	55.9 25.4	54.7 28.1	55.1
Married, Separated: Spouse and More Than Three Other Dependents	4.5 3.5	7.3 6.5	9.1 9.1	6.9 11.5	7.3 17.2	6.9 24.6	6.8 27.6	7.0
Total Personnel	13,169 5.3	15,539 6.3	17,343 7.0	28,848 11.7	40,354 16.4	61,649 25.0	69,876 28.3	246,778

NOTE: See Survey Form 3, question 49.

X. SERVICE AND CAREER PLANS OF MILITARY PERSONNEL

Because the retention of Armed Forces personnel has been the major military manpower issue of the past several years, the 1978-1979 DoD Survey of Officers and Enlisted Personnel collected data on the plans of military personnel and the reasons for their dissatisfaction with military life. These data are being used to support evaluations of proposed policy programs to increase reenlistment and retention rates. This section discusses aspects of reenlistment and the expected total length of service of military personnel.

Tables 339-343 show enlisted personnel's expected years of service. Overall, 44 percent of the enlisted personnel currently on active duty plan to remain in the military until they have had at least 16 years of service. Those with five years or less of service are less likely than those with longer service to plan to remain in the military for 16 or more years. Air Force enlisted personnel plan to spend more years in the military than do personnel in the other Services. Among officers (Tables 344-348), 74 percent expect to remain in the military until they have served at least 16 years; Navy officers plan on fewer total years of service than officers in the other Services.

Closely linked to expectations of years of service are expectations related to pay grade. Tables 349-353 for enlisted personnel and Tables 354-358 for officers tabulate current pay grade by expected pay grade.

Expectations regarding the duration of military service may be based on the level of satisfaction with military service, perceptions of opportunities in the civilian sector, and personal factors. Survey respondents who were considering leaving military service at the time of the survey were asked to indicate their three most important reasons, from a list of 16, for wanting to leave. Although they were not asked to rank the three reasons, rank orderings were induced in the aggregate by the percentage of personnel marking specific items.

Tables 359 for enlisted personnel and 360 for officers show the percentage that considered each of the reasons important. The reasons

are listed in the tables in the order in which they appeared in the questionnaire. With the one exception discussed below, the highest percentage of enlisted personnel in all the Services marked the following three reasons most frequently:

- o Low pay and allowances
- o Better civilian job opportunities
- o Reduction in military benefits

Navy and Marine Corps enlisted personnel marked them in that order. Air Force and Army personnel marked "reduction of military benefits" most frequently, followed by "low pay and allowances." In the Army, the "decline in personnel quality" was the third most frequently given reason, slightly ahead of "better civilian job opportunities." The next most important reasons included plans to continue education, dislike of family separation, and disagreement with personnel policies. Navy enlisted personnel appeared more sensitive to family separation than members of the other Services. Officers considered the following their most important reasons for leaving the military:

- o Reduction of military benefits
- o Better civilian job opportunities

These were followed by low pay and allowances, family wishes, dislike of family separation, decline in personnel quality, and unreasonable work schedules and hours.

Additional insight into the reasons for leaving the Armed Forces--both those that are inherent in military life (e.g., frequency of moves and personnel policies) and those that are external (e.g., better civilian job opportunities)--can be obtained by looking at these reasons in terms of such characteristics as the respondents' years of service and marital status. For example, unmarried Navy enlisted personnel with 1 to 6 years of service marked "better civilian job opportunities" most frequently; unmarried Navy enlisted personnel with 7 to 10 years of service marked "decline in quality of military personnel" most frequently (data not shown).

Several survey approaches may be used to study decisions such as reenlistment. Individuals may be surveyed before and after a major decision, or their intended behavior may be surveyed prior to a decision and their actual behavior assessed from other sources. Finally, assuming the relationship between intended and actual behavior is known, one-time measurement of intentions can provide considerable analytic insights.

The 1978-1979 DoD Survey measured reenlistment *intentions*. Because individual identifiers are not attached to the data base, there is no way to reinterview respondents who either reenlisted or separated, or to verify the relationship between intentions and behavior through administrative files for this sample. Several studies indicate, however, that intentions are reliable predictors of behavior (perhaps with a minor statistical adjustment). Three especially relevant studies are those of Brunner, Chow and Polich, and Hiller.¹

Chow and Polich studied first-term reenlistment behavior, based on data from the 1976 DoD Survey of Officers and Enlisted Personnel, a survey similar in form and content to the current one. Over 9000 first-termers (representing all Services) who were within one year of a reenlistment decision responded to the survey. Because the respondents recorded their Social Security numbers on the survey form, the authors were able to obtain the respondents' personnel records from the DoD Master File and Loss File for March 1977. Reenlistment and separation rates could be determined from those two files and compared with the statements of intentions.

The authors used two measures of intentions. One question asked for the reenlistment decision in terms of yes, no, or undecided; a second question asked for the probability of reenlistment on a ten-point probability scale. The authors discovered a close relationship between intentions and behavior. Of those who answered that they would not reenlist, for example, only about 5 percent actually did

¹G. L. Brunner, *The Importance of Volunteer Status: An Analysis and Reliability Test of Survey Data*, The Rand Corporation, R-717-PR, December 1971; Winston K. Chow and J. Michael Polich, *Models of the First-Term Reenlistment Decision*, The Rand Corporation, R-2468-MRAL, September 1980; and John Hiller, *Analysis of Second-Term Reenlistment Behavior*, The Rand Corporation, R-2884, forthcoming.

reenlist; the reenlistment rate for those who said that they would reenlist was over 86 percent. The probability categories also appeared to predict behavior relatively accurately when used instead of simple yes-no questions. For example, if intentions accurately predict behavior, of those in the 50 percent category, one-half should eventually reenlist. Table 361 summarizes these results.

In his study of second-term reenlistment behavior, Hiller reviewed both the Brunner and the Chow and Polich works and then estimated the actual statistical relationship between reenlistment intentions and behavior, based on (weighted) least squares estimates from the Chow and Polich data. He concluded that actual reenlistment rates tend to be slightly higher than expressed intentions, but in a systematic way. Specifically, the ratio of the probability of reenlistment based on behavior to the probability based on intentions is 1.09. Since the data used by Chow and Polich were collected only a few years before the 1978-1979 DoD Survey, Hiller uses the correction factor of 1.09 in his work. The authors of the present study concluded, therefore, that the intentions data reported in the 1978-1979 DoD Survey were closely related to the actual future behavior of survey respondents.

The basic question on reenlistment intentions in the 1978-1979 DoD Survey was worded as follows:

How likely are you to reenlist at the end of your current term of service? Assume that no Reenlistment Bonus Payments will be given, but that all other special pays which you currently receive are still available. (Mark one)

- Does not apply, I plan to retire.
- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain
- Don't know.

The 1976 DoD Survey combined the two points at the beginning of the probability scale and the last two points at the end (see Table 361). The end points were separated, however, in the 1978-1979 DoD Survey, because the pretest experience of the survey indicated that respondents were more comfortable with definite end points and the opportunity to deviate slightly from them.

Subsequent questions used modifications of this basic format. For example, one item asked: How likely would you be to reenlist at the end of your current term if military personnel in your career field received a \$4000 bonus?

Table 362 shows the responses to the basic questions on the intention to reenlist, by Service. About 27 percent of enlisted personnel indicated a zero possibility (no chance) that they would reenlist. At the other end of the scale, only 16 percent indicated that they were certain of their plans to reenlist. Navy personnel indicated the lowest probabilities of reenlistment, followed by the Marine Corps, Army, and Air Force. When examined by respondents' years of service, the ordering among the Services remains the same (data not shown). The probability of reenlistment decreases in the first four years of service, then increases until 13 to 15 years of service, and then again decreases somewhat (data not shown).

The next four tables show the distribution of responses of the enlisted personnel who were asked, on Form 1, to indicate their intentions with regard to reenlistment under four policy options: a two-year reenlistment term (Table 363), a guaranteed location choice (Table 364), a \$4000 bonus (Table 365), and an \$8000 bonus (Table 366). The tables indicate that reenlistment intentions changed predictably and systematically with the introduction of these options. A two-year reenlistment term without a bonus proved more attractive than current reenlistment terms. The promise of a \$4000 bonus raised the number who said that they would reenlist; the guarantee of a desired

location and the offer of an \$8000 bonus increased the number of potential reenlistments still further. The distribution of these data by years of service (YOS) indicated a consistency of responses among YOS groups (data not shown). The data suggest that, to increase reenlistment, military policymakers should consider experimentation with a broad range of incentives and modifications to the quality of life of military personnel.

Enlisted personnel answering Form 2 were asked about their reenlistment intentions with regard to several policy options: guaranteed training in a new field (Table 367), first choice of location (Table 368), last choice of location (Table 369), first choice of location plus a \$200 per month bonus (data not shown), and last choice of location plus a \$200 per month bonus (data not shown). The data suggest that guaranteed retraining does not, on the whole, affect the intention to reenlist. The sensitivity of military personnel to their assignment locations, however, is clearly demonstrated by these data. A \$200 per month bonus increased the number of intended reenlistments when coupled with a first-choice location, but made little difference when linked to a last-choice location. Further analysis should examine the relationship between location and the intention to reenlist. The data for such analysis were provided by Form 2, which asked respondents to indicate their most favored (see Table 211, pp. 254-255) and least favored (see Table 213, pp. 258-259) locations and their reenlistment intentions for each of these six locations.

Form 2 of the survey also questioned the intentions of enlisted personnel to extend their current tours of duty under several hypotheses. Table 370 displays the extension intentions of enlisted personnel under the assumption that they were stationed at the location of choice and would be given a \$200 per month bonus for extending their tour of duty for one year. Table 371 shows intentions corresponding to the offer of a \$200 bonus per month at least-desired locations. As in the case of the intention to reenlist, that level of bonus offer at least-desired locations had little effect on the intention to extend the tour of duty.

The last three tables in this section present other data related to career plans. Table 372 shows the extent to which enlisted personnel believe that their next tour of duty will be in an undesirable location; Table 373 gives comparable data for officers. Finally, related to the interest in a two-year term shown by enlisted personnel (Table 363, above), Table 374 provides the distribution of preferred reenlistment terms. In every Service, preference was shown for terms shorter than those currently available.

Table 339

ENLISTED PERSONNEL'S EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service												Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30		
1		0.0	4.0	3.0	1.6	1.7	0.0	1.0	0.2	0.9	0.0	2.1	
		0.0	51.8	18.6	8.2	3.9	0.0	14.8	0.7	2.2	0.0		
2		100.0	31.7	12.1	3.9	6.7	0.0	3.2	2.2	2.0	11.3	12.2	
		0.6	69.8	13.0	3.5	2.7	0.0	7.9	1.4	0.9	0.2		
3-4			64.3	54.6	24.3	12.8	9.4	10.7	2.2	6.4	25.7	31.5	
			54.7	22.6	8.4	2.0	0.2	10.3	0.6	1.1	0.2		
5-6				30.3	33.5	16.6	5.9	12.2	5.9	5.6	9.6	12.9	
				30.6	28.3	6.2	0.4	28.4	3.7	2.2	0.2		
7-9					36.8	40.6	14.0	19.3	10.3	9.5	13.3	13.3	
					30.3	14.9	0.8	43.8	6.3	3.7	0.2		
10-12						21.7	46.5	17.2	10.9	9.0	4.4	8.0	
						13.3	4.6	65.2	11.0	5.9	0.1		
13-15							24.2	13.3	10.7	7.4	6.9	5.5	
							3.5	73.5	15.8	7.1	0.3		
16-20								23.1	34.7	16.1	9.0	10.6	
								65.5	26.5	7.9	0.2		
21-25									23.1	27.7	19.8	3.3	
									55.9	43.0	1.2		
26-30										15.5	0.0	0.8	
										100.0	0.0		
Total Personnel	1176	405,343	197,151	165,072	73,690	73,690	11,807	455,927	122,445	78,458	2990	1,514,059	
	0.1	26.8	13.0	10.9	4.9	4.9	0.8	30.1	8.1	5.2	0.2		

NOTE: See Survey Form 1, question 15.

Table 340
ARMY ENLISTED PERSONNEL'S EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service												Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30		
1		0.0	2.2	2.1	1.0	1.9	0.0	0.9	0.0	1.3	0.0	1.4	
		0.0	48.1	15.6	8.5	7.1	0.0	16.5	0.0	4.2	0.0		
2		100.0	34.9	12.7	1.9	5.8	0.0	2.8	2.7	1.3	0.0	13.6	
		0.5	78.2	9.6	1.7	2.2	0.0	5.5	1.9	0.4	0.0		
3-4			62.9	59.0	30.0	16.4	0.0	13.8	2.6	6.0	35.8	34.0	
			56.4	17.8	10.7	2.5	0.0	10.9	0.7	0.8	0.2		
5-6				26.2	32.0	12.8	8.4	11.8	7.5	4.6	0.0	11.4	
				23.6	34.1	5.8	0.7	27.9	6.1	1.9	0.0		
7-9					35.2	45.4	17.9	23.2	15.8	13.6	26.6	15.2	
					28.2	15.3	1.1	41.2	9.7	4.2	0.3		
10-12						17.7	46.4	15.8	11.0	11.6	11.9	7.2	
						12.6	5.9	59.4	14.2	7.6	0.3		
13-15							27.4	11.6	13.2	9.8	0.0	5.0	
							5.0	61.6	24.3	9.2	0.0		
16-20								20.2	29.4	13.4	0.0	8.8	
								61.8	31.1	7.2	0.0		
21-25									17.9	24.8	25.8	2.9	
									58.0	40.6	1.4		
26-30										13.7	0.0	0.6	
										100.0	0.0		
Total Personnel		384	163,761	55,201	65,338	27,487	4905	144,642	49,991	25,225	858	537,794	
		0.1	30.5	10.3	12.2	5.1	0.9	26.9	9.3	4.7	0.2		

NOTE: See Survey Form 1, question 15.

Table 341

NAVY ENLISTED PERSONNEL'S EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service											Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	
1		0.0	4.8	3.3	3.1	1.6	0.0	1.4	0.0	0.5	0.0	2.7
		0.0	43.8	27.7	11.3	3.5	0.0	13.1	0.0	0.6	0.0	
2		100.0	27.6	10.6	5.4	4.4	0.0	4.1	1.7	1.7	40.0	11.3
		0.8	59.6	21.3	4.7	2.2	0.0	9.3	1.1	0.5	0.5	
3-4			67.6	59.6	16.3	13.0	7.8	6.2	1.8	6.4	11.1	34.3
			47.9	39.3	4.7	2.2	0.2	4.7	0.4	0.6	0.0	
5-6				26.5	28.5	12.9	6.4	6.6	2.6	7.5	0.0	11.8
				51.1	23.8	6.3	0.6	14.5	1.6	2.2	0.0	
7-9					46.6	43.9	8.5	18.6	5.0	9.6	17.6	12.7
					36.1	19.8	0.7	37.8	2.8	2.6	0.2	
10-12						24.2	54.8	19.8	11.5	7.2	0.0	8.1
						17.0	7.3	62.7	10.0	3.1	0.0	
13-15							22.5	15.1	9.0	9.8	23.4	5.1
							4.7	75.7	12.4	6.6	0.6	
16-20								28.2	40.1	20.1	0.0	10.8
								67.3	26.3	6.4	0.0	
21-25									28.2	25.6	7.9	2.9
									69.1	30.6	0.4	
26-30										11.7	0.0	0.4
										100.0	0.0	
Total Personnel	386	100,293	93,371	40,453	23,503	4444	106,183	29,166	14,248	541	412,589	
	0.1	24.3	22.6	9.8	5.7	1.1	25.7	7.1	3.5	0.1		

NOTE: See Survey Form 1, question 15.

Table 342

MARINE CORPS ENLISTED PERSONNEL'S EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service											Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	
1		0.0	11.3	10.1	4.4	5.9	0.0	5.3	3.3	0.0	0.0	8.2
		0.0	63.6	13.6	5.0	2.3	0.0	13.7	1.8	0.0	0.0	
2		100.0	31.0	24.8	4.1	6.7	0.0	3.5	3.7	4.2	38.8	19.0
		1.4	75.1	14.4	2.0	1.1	0.0	3.9	0.9	0.9	0.5	
3-4			57.8	41.4	24.3	20.2	25.9	11.5	3.1	12.1	23.2	37.3
			71.4	12.2	6.1	1.7	0.3	6.5	0.4	1.3	0.1	
5-6				23.7	36.0	9.9	0.0	14.3	9.6	12.5	0.0	10.2
				25.5	33.0	3.0	0.0	29.4	4.1	5.0	0.0	
7-9					31.3	35.9	0.0	21.4	9.3	15.9	1.8	9.6
					30.5	11.7	0.0	46.8	4.2	6.8	0.0	
10-12						21.4	42.0	17.3	14.9	9.7	9.6	5.6
						12.1	3.1	65.5	11.8	7.2	0.4	
13-15							32.1	7.9	7.2	3.6	0.0	2.3
							5.8	73.7	14.0	6.6	0.0	
16-20								18.8	30.3	10.7	14.0	5.8
								68.6	23.2	7.7	0.6	
21-25									18.8	19.9	12.6	1.7
									49.3	49.0	1.7	
26-30										11.2	0.0	0.5
										100.0	0.0	
Total Personnel	365	64,600	15,445	13,164	4399	568	29,490	6165	5757	314	140,266	
	0.3	46.1	11.0	9.4	3.1	0.4	21.0	4.4	4.1	0.2		

NOTE: See Survey Form 1, question 15.

Table 343

AIR FORCE ENLISTED PERSONNEL'S EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service											Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	
1		0.0	0.6	0.1	0.3	0.2	0.0	0.2	0.0	0.9	0.0	0.3
		0.0	35.9	3.1	8.6	3.1	0.0	27.9	0.0	21.5	0.0	
2		100.0	30.9	9.6	5.4	11.1	0.0	2.9	1.5	2.4	0.0	9.0
		0.1	62.6	8.4	6.6	5.3	0.0	13.4	1.4	2.1	0.0	
3-4			68.5	39.2	23.1	5.3	32.5	10.8	1.6	5.7	25.7	23.5
			52.8	13.1	10.7	1.0	0.6	19.0	0.6	1.9	0.3	
5-6				51.1	39.3	28.4	0.0	15.5	5.6	4.3	22.5	16.8
				23.8	25.4	7.3	0.0	38.2	2.9	2.0	0.4	
7-9					32.0	30.4	21.1	16.1	7.3	5.1	5.5	12.6
					27.6	10.4	0.8	52.9	5.1	3.2	0.1	
10-12						24.6	28.9	16.8	9.5	7.8	0.0	9.6
						11.1	1.3	72.6	8.7	6.4	0.0	
13-15							17.5	14.6	9.2	5.3	6.2	7.4
							1.1	82.2	10.9	5.6	0.3	
16-20								23.0	38.5	17.4	17.5	14.4
								66.6	23.5	9.5	0.4	
21-25									26.8	32.1	22.7	4.9
									47.6	51.1	1.4	
26-30										19.2	0.0	1.5
										100.0	0.0	
Total Personnel		41	76,690	33,133	46,117	18,301	1890	175,611	37,124	33,227	1277	423,410
		0.0	18.1	7.8	10.9	4.3	0.5	41.5	8.8	7.9	0.3	

NOTE: See Survey Form 1, question 15.

Table 344

OFFICERS' EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service												Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30		
1	100.0 0.8	19.7 7.6	5.9 20.0	4.9 22.6	2.6 8.7	0.7 1.6	0.0 0.0	1.2 27.7	0.5 4.4	0.6 6.6	0.0 0.0	1.7	
2		80.3 7.0	40.4 30.8	15.5 15.9	9.2 6.9	4.1 2.2	0.6 0.1	5.3 27.1	1.5 3.1	2.7 6.2	3.3 0.8	7.7	
3-4			53.7 26.2	41.5 27.3	13.0 6.2	8.7 3.0	6.1 0.6	8.0 26.3	2.9 3.8	4.2 6.2	2.0 0.3	12.0	
5-6				38.1 26.5	31.5 16.0	12.8 4.8	1.0 0.1	10.9 37.8	5.2 7.2	4.8 7.5	0.5 0.1	11.3	
7-9					43.7 17.9	44.9 13.4	20.5 1.7	16.6 46.3	8.0 8.9	9.2 11.5	1.7 0.2	14.1	
10-12						29.0 10.1	32.7 3.2	18.7 60.8	8.9 11.6	9.1 13.2	6.8 1.0	12.1	
13-15							39.2 4.2	16.9 59.9	14.1 20.0	9.3 14.8	7.1 1.2	11.1	
16-20								22.3 49.1	37.3 32.8	17.3 17.0	9.7 1.0	17.9	
21-25									21.6 40.3	27.9 58.6	5.3 1.2	8.4	
26-30										14.8 79.8	36.3 20.2	3.3	
Over 30											27.3 100.0	0.5	
Total Personnel	31 0.0	1578 0.7	13,871 5.9	18,672 7.9	13,661 5.8	9983 4.2	2793 1.2	93,132 39.3	37,227 15.7	41,763 17.6	4313 1.8	237,023	

NOTE: See Survey Form 3, question 12.

Table 345

ARMY OFFICERS' EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service											Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	
1	0.0	14.2	4.1	3.8	0.0	0.6	0.0	1.1	0.0	0.3	0.0	1.2
	0.0	10.5	26.0	19.2	0.0	1.7	0.0	38.6	0.0	3.9	0.0	
2		85.8	44.8	18.5	14.6	6.4	2.4	5.7	1.5	2.7	0.0	9.5
		8.2	36.7	12.0	8.1	2.3	0.2	25.0	2.3	5.2	0.0	
3-4			51.1	49.2	12.2	15.2	9.5	6.8	3.8	4.2	0.0	12.4
			32.1	24.5	5.2	4.2	0.7	22.7	4.4	6.3	0.0	
5-6				28.4	29.1	11.9	0.0	11.7	6.1	7.7	0.0	10.9
				16.1	14.1	3.7	0.0	44.9	8.0	13.2	0.0	
7-9					44.1	37.8	23.6	18.2	10.1	10.8	0.0	14.8
					15.7	8.6	1.4	51.0	9.7	13.6	0.0	
10-12					28.0	28.0	2.4	16.5	8.1	9.1	14.3	10.9
					8.7	8.7	0.2	63.2	10.6	15.6	1.7	
13-15							62.2	17.4	18.8	11.2	3.8	12.6
							4.5	57.4	21.2	16.6	0.4	
16-20								22.6	35.6	18.9	10.9	18.1
								51.8	27.9	19.5	0.8	
21-25									16.0	25.6	0.0	7.0
									32.2	67.8	0.0	
26-30										9.6	44.5	2.3
										76.0	24.0	
Over 30											26.5	0.3
											100.0	
Total Personnel	0	696	5937	4706	4025	2576	693	31,757	10,854	14,245	965	76,453
	0.0	6.9	7.8	6.2	5.3	3.4	0.9	41.5	14.2	18.6	1.3	

NOTE: See Survey Form 3, question 12.

Table 346

NAVY OFFICERS' EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service												Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30		
1	100.0 1.3	38.6 8.9	13.9 17.7	9.8 24.2	6.9 12.0	1.5 1.6	0.0 0.0	2.6 20.0	1.8 6.5	2.0 7.8	0.0 0.0	4.3	
2		61.4 8.8	37.5 29.7	16.1 24.6	7.6 8.3	2.3 1.5	0.0 0.0	4.3 20.9	2.0 4.5	0.8 1.8	0.0 0.0	7.0	
3-4			48.7 22.2	45.7 40.3	14.5 9.1	6.1 2.3	0.0 0.0	7.2 20.1	1.4 1.8	2.6 3.6	2.4 0.5	12.1	
5-6				28.4 30.2	29.8 22.4	9.8 4.5	2.3 0.4	9.6 32.3	3.4 5.3	2.9 4.9	0.6 0.1	10.0	
7-9					41.2 23.4	49.9 17.2	11.5 1.4	16.2 41.2	5.5 6.6	7.3 9.5	3.7 0.7	13.2	
10-12						30.4 11.6	59.1 8.1	18.3 51.6	11.2 14.8	9.6 13.6	1.6 0.3	12.0	
13-15							27.2 4.2	18.3 57.8	16.8 24.9	8.0 12.9	1.6 0.4	10.7	
16-20								23.5 50.3	32.3 32.3	15.5 16.8	4.9 0.7	15.8	
21-25									25.8 42.8	31.1 55.8	5.6 1.4	9.5	
26-30										20.4 78.4	40.6 21.6	4.4	
Over 30											39.2 100.0	0.9	
Total Personnel	31 0.1	549 1.0	3038 5.5	5866 10.7	4149 7.5	2516 4.6	906 1.7	18,569 33.7	8700 15.8	9409 17.1	1298 2.4	55,032	

NOTE: See Survey Form 3, question 12.

Table 347

MARINE CORPS OFFICERS' EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service												Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30		
1	0.0 0.0	0.0 0.0	8.7 18.5	8.6 25.9	8.7 11.1	2.0 1.9	0.0 0.0	3.2 31.5	1.2 3.7	1.6 7.4	0.0 0.0	3.9	
2		0.0 0.0	31.3 28.5	20.3 26.1	4.4 2.4	6.1 2.4	0.0 0.0	6.7 27.7	1.8 2.4	5.5 10.6	0.0 0.0	9.1	
3-4			60.0 28.8	44.2 30.1	22.7 6.5	4.1 0.8	0.0 0.0	10.9 24.1	4.5 3.1	5.7 5.9	4.2 0.7	17.3	
5-6				26.9 31.9	26.3 13.1	13.0 4.7	5.0 0.4	9.6 36.8	4.2 5.2	3.9 7.0	3.2 0.9	9.9	
7-9					37.9 14.6	33.4 9.2	5.0 0.3	17.9 52.6	7.6 7.1	11.3 15.6	3.2 0.7	12.9	
10-12						41.4 12.2	18.4 1.3	19.3 61.2	10.7 10.8	8.8 12.9	7.1 1.6	12.0	
13-15							71.5 7.3	13.7 62.0	9.5 13.6	7.5 15.9	3.7 1.2	8.4	
16-20								18.7 51.4	34.6 30.2	12.9 16.5	9.5 1.9	13.9	
21-25									25.9 41.4	23.1 54.1	12.5 4.5	7.6	
26-30										19.7 78.9	34.3 21.1	4.4	
Over 30											22.4 100.0	0.6	
Total Personnel	0 0.0	0 0.0	1333 8.3	1888 11.8	796 5.0	570 3.6	139 0.9	6113 38.1	1943 12.1	2848 17.7	438 2.7	16,068	

NOTE: See Survey Form 3, question 12.

Table 348

AIR FORCE OFFICERS' EXPECTED YEARS OF SERVICE ON LEAVING THE MILITARY

Current Year of Service	Expected Years of Service											Total
	1	2	3-4	5-6	7-9	10-12	13-15	16-20	21-25	26-30	Over 30	
1	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.2
	0.0	0.0	27.9	0.0	0.0	0.0	0.0	72.1	0.0	0.0	0.0	
2	100.0	39.0	11.1	6.6	3.4	0.0	5.2	1.2	3.4	8.8	6.3	
	5.9	24.7	12.3	5.5	2.6	0.0	33.8	3.4	9.2	2.5		
3-4	60.0	30.7	10.6	6.8	3.1	9.1	2.9	5.0	2.2	10.6		
	22.5	20.1	5.2	3.1	1.1	34.9	4.8	8.0	0.4			
5-6	58.1	36.2	15.1	0.0	11.1	5.7	3.5	0.0	12.8			
	31.5	14.8	5.7	0.0	35.5	7.8	4.7	0.0				
7-9	46.7	17.2	27.1	31.7	20.5	8.0	6.5	13.1				
	17.2	10.0	2.9	64.3	10.7	11.4	0.9					
10-12	30.2	16.4	10.0	8.7	14.5	10.6						
	3.4	63.6	16.6	14.0	2.5							
13-15	22.1	41.7	17.7	12.9	19.7							
	46.2	37.3	15.3	1.2								
16-20	22.5	29.1	6.3	9.0								
	43.8	54.9	1.3									
21-25	15.4	28.4	3.1									
	83.7	16.3										
26-30	19.6	0.4										
	100.0											
Over 30												
Total Personnel	0	333	3563	6212	4691	4320	1056	36,693	15,730	15,261	1612	89,470
	0.0	0.4	4.0	6.9	5.2	4.8	1.2	41.0	17.6	17.1	1.8	

NOTE: See Survey Form 3, question 12.

Table 349

ENLISTED PERSONNEL'S EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade													Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-8	W-1	W-2	W-3	W-4	
E-1	100.0 20.5	11.4 4.6	3.7 11.7	0.7 22.6	0.6 27.4	0.0 0.1	0.1 2.5	0.4 7.8	0.2 2.4	1.4 0.4	0.0 0.0	0.0 0.0	0.0 0.0	0.6
E-2	88.6 7.3	19.3 12.4		5.4 35.0	3.7 34.2	0.4 2.0	0.5 2.8	0.6 2.6	0.3 1.1	6.4 0.4	5.9 0.9	0.9 0.3	2.7 1.0	2.8
E-3		76.9 9.2		40.3 48.2	17.1 29.4	4.7 4.9	2.9 3.1	2.8 2.2	3.2 2.0	4.2 0.1	0.6 0.0	11.8 0.6	5.8 0.4	14.8
E-4				53.6 33.1	44.1 39.1	21.2 11.4	11.3 6.2	10.1 4.2	13.9 4.4	3.2 0.0	35.5 0.5	19.3 0.5	16.1 0.6	28.8
E-5					34.5 34.3	45.8 27.6	29.5 18.1	21.0 9.8	20.7 7.4	58.5 0.4	16.6 0.3	26.4 0.8	35.2 1.5	25.7
E-6						27.9 28.2	30.8 31.7	27.8 21.6	22.8 13.7	24.2 0.3	28.0 0.8	31.7 1.6	32.2 2.2	15.3
E-7							25.0 44.8	26.6 36.2	15.8 16.6	2.2 0.0	12.1 0.6	9.9 0.9	6.7 0.8	8.8
E-8								10.8 56.2	10.6 42.9	0.0 0.0	1.3 0.2	0.0 0.0	1.3 0.6	2.3
E-9									12.6 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	1.2
Total Personnel	1875	3707	28,729	289,071	415,144	251,513	256,044	193,844	149,790	2691	7164	12,681	17,309	1,629,563
	0.1	0.2	1.8	17.7	25.5	15.4	15.7	11.9	9.2	0.2	0.4	0.8	1.1	

NOTE: See Survey Form 1, question 16.

Table 350
ARMY ENLISTED PERSONNEL'S EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade													
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	W-1	W-2	W-3	W-4	Total
E-1	100.0 40.4	5.8 4.9	0.0 0.0	0.5 21.8	0.3 17.7	0.0 0.0	0.1 1.5	0.4 13.7	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.4
E-2	94.2 18.9	16.6 13.9		1.6 19.2	2.1 32.8	0.4 3.7	0.3 2.0	0.9 7.6	0.0 0.0	0.0 0.0	3.7 1.9	0.0 0.0	0.0 0.0	1.6
E-3			83.4 10.7	29.4 53.0	10.1 24.9	3.1 4.5	1.7 2.1	1.8 2.4	0.8 0.7	0.0 0.0	0.0 0.0	11.6 1.6	3.0 0.3	10.5
E-4				68.5 36.8	52.6 38.5	29.3 12.5	11.6 4.1	7.6 2.9	10.9 2.7	0.0 0.0	39.7 1.0	20.2 0.8	23.2 0.7	35.2
E-5					34.9 36.6	42.0 25.8	28.4 14.5	20.0 11.1	20.4 7.2	65.1 0.8	17.3 0.6	29.2 1.7	43.8 1.9	24.6
E-6						25.2 24.6	30.0 24.4	30.6 26.8	30.8 17.2	31.5 0.6	27.2 1.5	33.0 3.1	29.0 2.0	15.5
E-7							28.0 39.7	28.1 43.2	15.2 14.8	3.5 0.1	12.1 1.1	6.1 1.0	1.0 0.1	8.9
E-8								10.7 62.6	10.1 37.4	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	2.3
E-9									11.8 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	1.0
Total Personnel	934 0.2	1937 0.3	8055 1.3	113,147 18.9	154,241 25.8	90,371 15.1	75,265 12.6	81,554 13.6	51,753 8.6	1731 0.3	5035 0.8	8582 1.4	6301 1.1	598,906

NOTE: See Survey Form 1, question 16.

Table 351

NAVY ENLISTED PERSONNEL'S EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade													
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	W-1	W-2	W-3	W-4	Total
E-1	100.0 19.6	31.0 11.4	1.0 2.9	1.4 31.0	0.5 29.4	0.0 0.0	0.1 2.9	0.0 0.0	0.2 2.9	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.6
E-2	69.0 3.6	18.3 7.7		15.0 46.5	4.1 32.8	0.3 1.5	1.1 3.8	0.2 0.5	0.8 1.5	5.6 0.2	0.0 0.0	0.0 0.0	5.1 2.1	4.0
E-3			80.8 9.3	42.8 36.0	20.3 44.1	3.4 4.7	2.2 2.0	1.0 0.7	3.4 1.8	0.0 0.0	0.0 0.0	10.6 0.5	10.2 1.1	14.8
E-4				40.8 23.9	35.8 54.3	11.5 11.0	6.4 4.0	6.0 2.7	5.2 1.9	16.7 0.1	28.4 0.4	20.4 0.6	14.6 1.1	21.1
E-5					39.2 43.1	51.3 35.4	21.2 9.8	18.1 6.0	13.1 3.5	63.7 0.3	12.3 0.1	17.9 0.4	26.2 1.5	29.1
E-6						33.4 36.0	42.7 30.7	34.2 17.6	27.2 11.5	14.0 0.1	38.1 0.6	27.6 0.9	29.8 2.6	18.6
E-7							26.4 41.8	28.2 32.0	23.6 21.9	0.0 0.0	14.9 0.5	23.6 1.7	10.8 2.1	8.5
E-8								12.3 50.7	13.7 46.3	0.0 0.0	6.2 0.8	0.0 0.0	3.3 2.3	2.3
E-9									12.8 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	1.0
Total Personnel	475 0.1	893 0.2	7335 1.7	52,752 12.4	138,667 32.0	87,060 20.1	58,091 13.4	41,607 9.6	34,075 7.9	511 0.1	1226 0.3	2711 0.6	6969 1.6	433,372

NOTE: See Survey Form 1, question 16.

Table 352

MARINE CORPS ENLISTED PERSONNEL'S EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade													
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	W-1	W-2	W-3	W-4	Total
E-1	100.0 11.4	3.9 0.8	8.0 24.4	1.6 12.7	3.2 33.5	0.1 0.2	1.5 2.9	2.4 9.6	1.0 3.7	10.4 0.9	0.0 0.0	0.0 0.0	0.0 0.0	2.6
E-2	96.2 4.7	22.9 16.4		16.8 31.4	15.1 37.0	1.4 1.5	5.1 2.3	2.2 2.1	1.3 1.2	41.1 0.8	27.2 1.3	8.8 0.6	2.9 0.7	11.2
E-3		69.1 21.1		47.3 37.9	31.2 32.7	7.3 3.4	10.0 2.0	2.3 0.9	2.9 1.1	32.0 0.3	5.4 0.1	8.8 0.3	2.9 0.3	26.3
E-4				34.4 40.1	26.2 39.9	13.7 9.4	7.5 2.1	6.5 3.9	4.4 2.4	0.0 0.0	17.8 0.5	13.1 0.6	7.5 1.1	18.1
E-5					24.4 35.1	50.2 32.4	18.6 5.1	18.9 10.6	19.7 10.4	6.7 0.1	19.6 0.6	27.6 1.2	35.6 4.7	19.2
E-6						27.4 28.0	25.7 11.1	28.2 25.1	28.2 23.6	9.8 0.2	19.3 0.9	33.8 2.3	42.4 8.9	12.1
E-7							31.7 23.7	26.7 41.2	20.9 30.3	0.0 0.0	9.0 0.7	8.0 0.9	8.7 3.1	7.0
E-8								12.9 52.2	12.5 47.5	0.0 0.0	1.7 0.4	0.0 0.0	0.0 0.0	2.7
E-9									9.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.9
Total Personnel	467 0.3	851 0.5	12,555 8.0	32,955 21.1	43,129 27.6	19,326 12.4	8129 5.2	16,789 10.7	15,747 10.1	351 0.2	862 0.6	1277 0.8	3939 2.5	156,378

NOTE: See Survey Form 1, question 16.

Table 353
AIR FORCE ENLISTED PERSONNEL'S EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade														Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	W-1	W-2	W-3	W-4		
E-1		0.0 0.0	0.0 0.0	0.3 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1	
E-2		100.0 8.6	0.0 0.0	0.3 91.4	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1	
E-3			100.0 1.1	49.9 60.4	17.5 18.8	8.5 6.4	3.5 5.5	5.6 4.1	5.6 3.6	0.0 0.0	0.0 0.0	100.0 0.2	0.0 0.0	16.7	
E-4				49.5 32.1	51.8 29.7	25.9 10.3	13.9 11.5	18.2 7.1	26.3 9.2	0.0 0.0	100.0 0.0	0.0 0.0	0.0 0.0	31.2	
E-5					30.8 21.3	41.8 20.0	35.2 35.2	25.6 12.1	26.8 11.3	100.0 0.1	0.0 0.0	0.0 0.0	100.0 0.1	26.0	
E-6						23.8 22.9	25.7 51.7	18.5 17.5	9.3 7.9	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	12.9	
E-7							21.8 59.5	23.2 29.8	9.3 10.7	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	9.5	
E-8								9.0 54.5	8.4 45.5	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	2.0	
E-9									14.5 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	1.6	
Total Personnel		27 0.0	784 0.2	89,217 20.2	79,108 17.9	54,756 12.4	114,559 26.0	53,895 12.2	48,216 10.9	98 0.0	41 0.0	110 0.0	100 0.0	440,911	

NOTE: See Survey Form 1, question 16.

Table 354

OFFICERS' EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade										
	0-1	0-2	0-3	0-4	0-5	0-6	0-7	0-8	0-9	0-10	Total
0-1	100.0 2.5	43.6 18.4	16.1 33.2	6.8 8.7	3.8 12.4	7.5 18.6	14.2 3.2	6.2 1.0	16.8 0.8	15.9 1.2	10.0
0-2		56.5 15.3	31.5 41.5	9.9 8.2	7.3 15.2	8.6 13.7	17.8 2.5	14.8 1.5	25.5 0.7	26.3 1.3	15.6
0-3			52.4 30.6	43.0 15.7	35.7 32.8	22.9 16.1	33.0 2.1	33.4 1.5	12.7 0.2	44.9 1.0	35.2
0-4				40.3 25.6	31.7 50.5	16.9 20.7	10.4 1.2	19.0 1.5	13.7 0.3	5.0 0.2	20.2
0-5					21.5 52.1	23.5 43.6	10.7 1.8	13.2 1.6	13.4 0.5	7.6 0.4	13.3
0-6						20.6 89.3	14.0 5.5	13.5 3.8	18.0 1.4	0.2 0.0	5.7
Total Personnel	599 0.2	10,328 4.2	50,285 20.5	31,476 12.9	79,045 32.3	60,621 24.8	5453 2.2	3964 1.6	1110 0.5	1879 0.8	244,759

NOTE: See Survey Form 3, question 13.

Table 355
ARMY OFFICERS' EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade										Total
	0-1	0-2	0-3	0-4	0-5	0-6	0-7	0-8	0-9	0-10	
0-1	100.0 6.8	45.2 29.9	15.6 22.7	4.8 4.8	2.9 10.1	7.5 19.6	9.7 2.9	0.0 0.0	24.9 1.2	21.7 1.9	10.1
0-2		54.8 23.2	35.2 32.9	11.2 7.1	7.3 16.2	7.4 12.3	18.1 3.4	14.5 1.6	49.8 1.6	31.4 1.7	15.8
0-3			49.2 21.4	51.6 15.4	35.6 36.8	24.2 18.8	39.2 3.5	51.7 2.6	16.1 0.2	46.9 1.2	34.0
0-4				32.5 16.1	33.3 57.3	18.3 23.6	11.6 1.7	15.1 1.3	0.0 0.0	0.0 0.0	20.4
0-5					20.9 53.2	22.7 43.5	7.7 1.7	10.7 1.3	9.1 0.3	0.0 0.0	13.8
0-6						19.9 90.5	13.8 7.1	8.0 2.4	0.0 0.0	0.0 0.0	5.8
Total Personnel	547 0.7	5311 6.7	11,711 14.8	8028 10.1	27,861 35.2	20,953 26.4	2385 3.0	1371 1.7	399 0.5	687 0.9	79,252

NOTE: See Survey Form 3, question 13.

Table 356
NAVY OFFICERS' EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade										
	0-1	0-2	0-3	0-4	0-5	0-6	0-7	0-8	0-9	0-10	Total
0-1	100.0 0.6	40.5 8.3	25.9 46.6	9.7 11.3	7.1 12.9	9.3 15.9	19.9 2.1	13.8 1.2	22.7 0.8	16.0 0.4	14.4
0-2		59.5 11.1	32.5 53.7	10.0 10.7	9.3 15.5	4.9 7.7	8.2 0.8	5.3 0.4	0.0 0.0	7.5 0.2	15.7
0-3			41.6 37.0	39.6 22.8	25.7 22.9	16.3 13.8	29.8 1.5	27.4 1.2	15.3 0.3	46.1 0.5	29.2
0-4				40.7 32.4	35.0 43.2	18.4 21.5	7.2 0.5	26.0 1.6	22.4 0.5	21.1 0.3	21.1
0-5					22.9 47.6	24.7 48.5	13.6 1.6	12.5 1.3	19.9 0.8	9.4 0.3	12.5
0-6						26.4 91.5	21.3 4.5	15.0 2.7	19.9 1.3	0.0 0.0	7.1
Total Personnel	53 0.1	1680 2.9	14,805 25.9	9572 16.8	14,890 26.1	14,068 24.6	849 1.5	723 1.3	273 0.5	193 0.3	57,107

NOTE: See Survey Form 3, question 13.

Table 357
MARINE CORPS OFFICERS' EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade										
	0-1	0-2	0-3	0-4	0-5	0-6	0-7	0-8	0-9	0-10	Total
0-1		42.0 26.2	21.0 30.1	7.7 5.7	4.8 9.2	18.0 20.1	30.1 5.2	11.9 1.3	8.6 0.4	20.4 1.8	16.0
0-2		58.0 22.5	41.6 37.1	17.8 8.1	13.2 15.7	14.1 9.8	25.1 2.7	31.8 2.2	25.7 0.8	20.4 1.1	25.8
0-3			37.4 30.3	40.0 16.6	35.4 38.3	15.3 9.6	15.1 1.5	16.7 1.0	25.7 0.7	39.8 1.9	28.4
0-4				34.5 22.6	32.7 55.9	16.8 16.7	12.7 2.0	12.8 1.3	19.7 0.9	9.4 0.7	18.0
0-5					13.9 50.8	19.1 40.6	8.0 2.6	14.2 3.0	17.0 1.7	8.1 1.3	8.4
0-6						16.8 85.0	9.0 7.1	12.6 6.3	3.4 0.8	2.0 0.8	3.5
Total Personnel		1658 10.0	3819 23.0	1954 11.8	5101 30.7	2965 17.8	462 2.8	292 1.8	136 0.8	228 1.4	16,614

NOTE: See Survey Form 3, question 13.

Table 358

AIR FORCE OFFICERS' EXPECTED PAY GRADE ON LEAVING THE MILITARY

Current Pay Grade	Expected Pay Grade										
	0-1	0-2	0-3	0-4	0-5	0-6	0-7	0-8	0-9	0-10	Total
0-1		43.0 13.1	8.3 29.9	5.6 12.2	2.9 16.7	5.0 20.4	13.2 4.2	6.9 2.0	4.3 0.2	9.4 1.3	6.0
0-2		57.0 7.8	26.6 43.1	7.8 7.5	5.4 13.7	11.4 20.9	20.1 2.9	16.1 2.1	16.3 0.4	28.3 1.8	13.4
0-3			65.1 34.3	40.5 12.8	40.7 33.5	26.9 16.1	30.9 1.4	23.3 1.0	0.0 0.0	44.4 0.9	41.2
0-4				46.1 30.0	28.5 48.5	14.8 18.3	9.8 0.9	20.2 1.7	21.1 0.4	4.1 0.2	19.9
0-5					22.5 53.7	24.0 41.5	14.0 1.9	15.6 1.9	11.7 0.3	13.7 0.8	14.3
0-6						18.1 86.6	12.0 4.5	17.8 6.0	46.6 3.0	0.0 0.0	5.2
Total Personnel	1679 1.8	19,950 21.7	11,922 13.0	31,193 34.0	22,636 24.7	1757 1.9	1578 1.7	302 0.3	771 0.8	91,787	

NOTE: See Survey Form 3, question 13.

Table 359
ENLISTED PERSONNEL'S MOST IMPORTANT REASONS FOR LEAVING THE MILITARY^a

	Army	Navy	Marine Corps	Air Force	DoD Total
Retire	6.2 32.8	7.6 29.3	4.5 6.2	8.1 31.7	6.9
Not Eligible to Reenlist/Forced Out	2.9 47.2	0.9 10.0	3.3 13.8	2.5 29.1	2.3
Dislike Location Assignment	14.4 46.7	9.1 21.3	10.6 0.9	9.6 23.1	11.3
Frequency of PCS Moves	10.1 56.0	3.1 12.2	4.5 6.5	6.2 25.2	6.6
Dislike Family Separation	19.1 32.1	32.2 39.3	23.4 10.3	14.7 18.3	21.8
Family Wish to Leave	5.2 43.8	4.4 26.8	4.4 9.9	3.1 19.5	4.3
Disagree with Personnel Policies	16.3 35.0	18.1 28.2	19.9 11.2	16.2 25.7	17.1
Discrimination	13.7 47.4	8.7 21.6	12.7 11.5	7.6 19.5	10.6
Not Enough Advancement Opportunity	15.5 42.6	8.7 17.2	14.5 10.5	14.7 29.7	13.4
Low Pay and Allowances	26.9 28.5	43.8 33.6	32.2 9.0	36.9 28.9	34.6

Table 359 (Continued)
ENLISTED PERSONNEL'S MOST IMPORTANT REASONS FOR LEAVING THE MILITARY (Continued)

	Army	Navy	Marine Corps	Air Force	DOD Total
Better Civilian Job Opportunities	20.7 28.6	35.8 35.8	31.8 11.5	23.6 24.1	26.6
Reduction in Military Benefits	27.1 30.3	33.4 27.1	25.3 7.4	42.5 35.1	32.8
Deline in Personnel Quality	22.7 45.9	16.9 24.7	21.7 11.5	12.0 17.8	18.1
Unable to Practice Job Skills	8.9 48.0	5.6 21.9	7.9 11.2	4.7 18.9	6.8
Boredom with Job	6.7 39.7	4.4 18.9	9.0 14.0	6.3 27.5	6.2
Dislike for Job	7.2 40.1	4.7 18.8	7.8 11.4	7.3 29.7	6.6
Education Plans	20.6 36.6	23.4 30.0	24.2 11.3	16.9 22.1	20.7
Total Personnel	595,796 36.7	431,731 26.6	156,226 9.6	439,557 27.1	1,623,310

NOTE: See Survey Form 1, question 31.

^aColumn percentages do not add to 100.0 because multiple reasons were given by respondents.

Table 360
OFFICERS' MOST IMPORTANT REASONS FOR LEAVING THE MILITARY^a

	Army	Navy	Marine Corps	Air Force	DoD Total
Retire	9.9 28.4	13.1 27.1	10.6 6.4	11.4 38.1	11.3
Not Eligible to Reenlist/Forced Out	7.8 33.0	4.9 15.2	6.5 5.8	9.3 46.0	7.6
Dislike Location Assignment	4.1 25.0	4.9 21.7	6.2 8.5	6.3 44.8	5.3
Frequency of PCS Moves	7.3 34.2	7.7 25.8	6.7 6.6	6.2 33.4	6.9
Dislike Family Separation	11.6 21.4	29.2 39.1	28.9 11.2	13.1 28.3	17.4
Family Wish to Leave	5.7 44.4	4.1 23.0	3.6 5.9	3.0 26.7	4.2
Disagree with Personnel Policies	10.4 27.8	8.2 15.7	10.2 5.7	16.4 50.8	12.1
Not Enough Freedom	5.0 30.9	5.4 23.9	3.6 4.6	5.7 40.7	5.3
Discrimination	2.2 41.4	1.4 19.1	1.9 7.6	1.5 31.9	1.7
Not Enough Advancement Opportunity	14.1 35.9	7.1 13.0	8.9 4.7	15.7 46.4	12.7
Low Pay and Allowances	16.9 30.0	22.1 28.4	15.4 5.7	17.4 35.9	18.2

Table 360 (Continued)

OFFICERS' MOST IMPORTANT REASONS FOR LEAVING THE MILITARY (Continued)

	Army	Navy	Marine Corps	Air Force	DoD Total
Better Civilian Job Opportunities	34.8 33.9	31.9 22.5	32.0 6.5	32.7 37.1	33.2
Reduction of Military Benefits	32.4 29.1	32.6 21.1	39.8 7.5	40.6 42.3	36.0
Decline in Personnel Quality	22.4 50.4	12.2 19.8	17.7 8.3	8.2 21.4	14.4
Unable to Practice Job Skills	7.1 29.7	7.3 22.3	8.9 7.9	8.2 40.1	7.7
Boredom with Job	4.3 33.0	4.2 23.0	5.0 8.0	4.1 36.0	4.2
Dislike for Job	3.4 28.6	4.4 26.7	3.6 6.3	4.0 38.4	3.9
Unreasonable Work Schedule and Hours	13.0 31.0	17.1 29.6	8.2 4.1	12.7 35.3	13.5
Education Plans	6.6 38.1	7.4 30.6	7.3 8.8	3.4 22.6	5.6
Total Personnel	79,850 32.3	57,690 23.5	16,734 6.8	92,754 37.6	247,028

NOTE: See Survey Form 3, question 22.

^aColumn percentages do not add to 100.0 because multiple reasons were given by respondents.

Table 361

REENLISTMENT RATES BY SURVEY REENLISTMENT INTENTION^a

Reenlistment Intention ^c	Reenlistment Rate ^b				(N)
	Army	Navy	Air Force	Total	
Probability Category					
.90-1.00	.844	.959	.876	.889	(368)
.80	.816	.914	.800	.836	(128)
.70	.517	.773	.741	.667	(78)
.60	.562	.440	.638	.567	(104)
.50	.523	.615	.600	.578	(125)
.40	.423	.333	.362	.378	(132)
.30	.436	.300	.250	.326	(187)
.20	.216	.152	.082	.140	(342)
.00-.10	.064	.073	.032	.051	(2562)

SOURCE: Chow and Polich, Table 4, page 11.

^aFirst-term personnel within one year of reenlistment at survey.

^bActual voluntary reenlistment (versus voluntary separation) measured one year after the survey (March 1977).

^cExpressed at time of survey (April 1976).

Table 362

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO THEIR
PROBABILITY OF REENLISTMENT

Reenlistment Probability	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	25.8 35.5	33.4 33.2	32.5 11.7	19.3 19.7	26.7
Very Slight Possi- bility	10.0 37.8	10.8 29.5	9.0 8.8	8.6 23.9	9.7
Slight Possibility	3.8 33.7	4.7 29.7	5.0 11.3	3.9 25.2	4.2
Some Possibility	5.1 39.0	4.7 26.2	4.7 9.4	4.5 25.4	4.8
Fair Possibility	2.6 32.2	3.4 25.1	3.5 9.5	3.0 27.8	3.5
Fairly Good Possi- bility	3.6 37.6	3.3 25.1	3.5 9.5	3.6 27.8	3.5
Good Possibility	4.1 37.3	3.8 25.3	4.5 10.9	3.9 26.5	4.0
Probable	3.2 37.0	2.6 21.9	3.1 9.3	3.7 31.8	3.2
Very Probable	2.9 33.5	3.1 25.8	2.6 7.8	3.8 32.9	3.1
Almost Sure	5.9 35.2	4.5 19.5	4.4 6.8	8.7 38.5	6.2
Certain	17.0 39.3	10.4 17.4	12.1 7.3	21.0 36.0	15.9
Don't Know	5.8 49.2	3.2 19.9	5.1 11.5	3.1 19.4	4.3
Plan to Retire	10.3 33.1	12.1 28.0	10.2 8.5	12.8 30.4	11.5
Total Personnel	603,941 36.7	436,594 26.6	157,674 9.6	446,079 27.1	1,644,267

NOTE: See Survey Form 1, question 20. If the category "Plan to Retire" is not included, all column percentages rise slightly.

Table 363

DISTRIBUTION OF REENLISTMENT INTENTION OF ENLISTED PERSONNEL
WHEN A TWO-YEAR REENLISTMENT TERM IS OFFERED

Reenlistment Probability	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	22.4 35.2	31.4 34.3	29.7 12.6	17.5 17.9	24.3
Very Slight Possi- bility	8.4 35.1	11.6 34.0	10.9 12.4	6.8 18.5	9.1
Slight Possibility	5.7 36.7	6.9 30.9	5.7 10.0	5.3 22.4	5.9
Some Possibility	6.3 38.2	6.6 27.8	6.3 10.3	6.1 23.8	6.3
Fair Possibility	4.5 35.4	5.4 29.5	4.4 9.3	5.1 25.8	4.9
Fairly Good Possi- bility	5.3 36.7	5.6 27.2	5.3 9.9	5.8 26.2	5.5
Good Possibility	6.8 40.9	5.6 23.6	6.0 9.7	6.6 25.8	6.3
Probable	6.0 41.2	4.5 21.6	5.2 9.7	6.2 27.6	5.6
Very Probable	4.7 34.8	4.6 23.4	4.5 9.0	6.8 32.8	5.2
Almost Sure	6.9 43.1	4.0 17.6	4.4 7.4	7.9 31.9	6.1
Certain	17.9 42.6	9.6 16.1	13.3 8.6	21.0 32.7	16.0
Don't Know	5.0 40.3	4.2 23.5	4.4 9.6	5.1 26.6	4.7
Total Personnel	502,653 38.1	351,248 26.6	136,361 10.3	327,756 24.9	1,318,017

NOTE: See Survey Form 1, question 25.

Table 364

REENLISTMENT INTENTIONS OF ENLISTED PERSONNEL WHEN GIVEN A
GUARANTEED LOCATION CHOICE

Reenlistment Intentions	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	22.7 38.1	27.1 32.2	26.3 12.0	15.8 17.7	22.5
Very Slight Possi- bility	6.7 34.5	9.5 34.4	8.4 11.7	5.7 19.4	7.4
Slight Possibility	5.0 42.1	4.8 29.0	4.9 11.2	3.1 17.7	4.4
Some Possibility	5.2 33.6	7.2 32.9	6.4 11.3	5.2 22.3	5.9
Fair Possibility	3.5 35.3	4.5 32.1	3.6 9.9	3.4 22.7	3.7
Fairly Good Possi- bility	4.7 39.3	4.9 29.0	3.9 9.1	4.0 22.7	4.5
Good Possibility	8.5 42.5	7.3 26.0	6.8 9.3	6.7 22.3	7.5
Probable	4.3 38.0	3.8 24.2	4.6 11.1	4.5 26.7	4.2
Very Probable	4.9 31.4	5.9 27.0	5.8 10.3	7.2 31.3	5.8
Almost Sure	7.6 36.4	7.1 23.9	6.5 8.4	9.8 31.3	7.9
Certain	27.1 39.0	18.1 18.5	22.8 9.0	34.8 33.5	26.2
Total Personnel	480,365 37.7	340,938 26.8	131,002 10.3	321,144 25.2	1,273,448

NOTE: See Survey Form 1, question 22.

Table 365

DISTRIBUTION OF REENLISTMENT INTENTION OF ENLISTED PERSONNEL
WHEN \$4000 BONUS IS OFFERED

Reenlistment Probability	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	18.3 35.3	27.3 36.9	23.4 12.3	12.2 15.4	19.7
Very Slight Possi- bility	6.8 35.4	9.4 34.4	8.6 12.3	5.2 17.9	7.3
Slight Possibility	4.9 39.4	5.9 33.0	5.4 11.7	3.0 15.9	4.7
Some Possibility	5.9 37.0	7.7 33.8	6.1 10.4	4.6 18.8	6.1
Fair Possibility	4.6 36.0	5.9 32.2	4.4 9.4	4.4 22.4	4.9
Fairly Good Possi- bility	5.0 37.6	5.5 28.9	5.3 10.9	4.6 22.7	5.1
Good Possibility	7.7 41.9	6.4 24.7	6.9 10.4	6.4 23.1	6.9
Probable	4.8 37.8	4.3 23.8	4.7 10.1	5.5 28.3	4.8
Very Probable	5.6 34.4	6.0 25.9	5.7 9.5	7.4 30.2	6.1
Almost Sure	8.3 41.2	5.5 19.0	6.6 9.0	9.4 30.9	6.1
Certain	25.4 39.2	14.4 15.6	19.8 8.3	36.4 36.9	24.6
Don't Know	2.6 49.1	1.7 22.4	3.1 15.7	1.0 12.8	2.0
Total Personnel	496,083 38.0	348,173 26.7	135,327 10.4	326,650 25.0	1,306,232

NOTE: See Survey Form 1, question 23.

Table 366

DISTRIBUTION OF REENLISTMENT INTENTION OF ENLISTED PERSONNEL
WHEN \$8000 BONUS IS OFFERED

Reenlistment Probability	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	13.1	20.8	16.9	8.4	14.4
	34.7	38.6	12.2	14.5	
Very Slight Possi- bility	5.2	6.4	6.6	3.5	5.3
	37.8	32.5	13.0	16.7	
Slight Possibility	4.0	5.0	4.3	3.0	4.1
	37.5	32.9	11.0	18.6	
Some Possibility	4.9	6.5	5.7	3.0	4.9
	37.4	35.2	11.9	15.4	
Fair Possibility	3.4	6.4	4.4	3.1	4.2
	30.8	40.2	10.7	18.2	
Fairly Good Possi- bility	4.8	4.9	5.1	3.4	4.5
	40.2	29.1	11.7	19.0	
Good Possibility	7.3	6.6	6.7	5.3	6.5
	42.3	26.8	10.7	20.2	
Probable	4.3	4.9	5.1	4.7	4.6
	35.0	28.4	11.3	25.3	
Very Probable	6.4	7.3	5.7	6.7	6.6
	36.7	29.2	8.9	25.3	
Almost Sure	9.0	8.2	8.0	8.9	6.6
	39.5	29.2	8.9	25.3	
Certain	36.0	21.7	28.8	49.2	34.7
	39.3	16.7	8.6	35.4	
Don't Know	1.6	1.1	2.6	0.8	1.4
	44.5	21.7	19.8	14.0	
Total Personnel	495,795	347,292	135,284	326,495	1,304,865
	38.0	26.6	10.4	25.0	

NOTE: See Survey Form 1, question 24.

Table 367

REENLISTMENT INTENTIONS OF ENLISTED PERSONNEL WHEN GUARANTEED
TRAINING IN A NEW FIELD

Reenlistment Intentions	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	26.0	41.2	33.9	26.1	30.8
	31.7	35.4	10.6	22.4	
Very Slight Possi- bility	6.5	8.6	7.9	6.6	7.2
	33.8	31.5	10.5	24.2	
Slight Possibility	4.1	5.1	4.6	4.3	4.5
	34.8	30.2	9.8	25.2	
Some Possibility	3.6	5.7	5.5	5.4	4.8
	28.2	31.6	11.0	29.3	
Fair Possibility	3.3	3.8	4.0	3.7	3.6
	34.1	28.2	10.7	27.0	
Fairly Good Possi- bility	5.4	4.9	4.2	4.0	4.8
	42.3	27.3	8.4	22.0	
Good Possibility	7.1	5.2	6.9	5.4	6.1
	43.6	22.4	10.8	23.1	
Probable	3.7	2.8	3.6	4.3	3.6
	38.6	20.5	9.5	31.5	
Very Probable	5.1	3.8	4.1	5.4	4.7
	40.8	21.0	8.2	30.0	
Almost Sure	7.2	4.1	6.4	6.6	6.1
	44.1	17.7	10.0	28.3	
Certain	28.0	14.8	19.0	28.3	23.7
	44.3	16.5	7.7	31.5	
Total Personnel	508,375	358,246	129,896	356,946	1,353,464
	37.6	26.5	9.6	26.4	

NOTE: See Survey Form 2, question 50.

Table 368

REENLISTMENT INTENTIONS OF ENLISTED PERSONNEL WHEN
GIVEN FIRST CHOICE LOCATION

Reenlistment Probability	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	15.7 29.1	25.0 34.7	22.5 10.5	17.9 25.6	19.5
Very Slight Possi- bility	4.2 35.6	4.9 31.2	4.0 8.5	3.8 24.7	4.2
Slight Possibility	3.6 37.9	3.7 29.5	2.5 6.8	3.2 25.8	3.4
Some Possibility	3.6 30.6	5.6 35.1	4.0 8.5	4.0 25.8	4.3
Fair Possibility	3.2 32.7	4.4 33.5	3.8 9.7	3.0 24.0	3.5
Fairly Good Possi- bility	3.3 32.0	5.0 37.0	4.7 11.6	2.6 19.5	3.7
Good Possibility	7.4 39.8	6.9 28.0	6.5 8.9	5.6 23.3	6.7
Probable	4.2 34.4	4.7 28.9	5.1 10.6	4.1 26.0	4.4
Very Probable	5.9 31.1	6.7 26.5	8.1 10.8	7.8 31.7	6.8
Almost Sure	11.3 39.9	8.7 23.2	10.2 9.2	10.1 27.8	10.2
Certain	37.7 40.7	24.5 19.8	28.7 7.8	38.1 31.7	33.4
Total Personnel	531,854 36.0	398,873 27.0	134,368 9.1	411,102 27.9	1,476,196

NOTE: See Survey Form 2, question 53.

Table 369

REENLISTMENT INTENTIONS OF ENLISTED PERSONNEL WHEN
GIVEN LAST CHOICE LOCATION

Reenlistment Probability	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	71.5 34.6	81.8 30.8	75.6 9.2	65.7 25.5	73.1
Very Slight Possi- bility	8.2 37.1	6.8 24.0	7.5 8.5	8.3 30.4	7.8
Slight Possibility	4.1 40.7	2.7 20.6	3.1 7.8	3.9 30.9	3.6
Some Possibility	2.8 38.9	1.8 19.4	2.4 8.3	3.0 33.4	2.6
Fair Possibility	1.8 30.4	1.2 15.3	1.9 8.3	3.4 46.1	2.1
Fairly Good Possi- bility	1.8 42.0	1.0 18.1	1.0 6.2	1.8 33.8	1.5
Good Possibility	1.5 42.8	0.8 18.0	1.6 11.5	1.2 27.7	1.2
Probable	1.5 34.2	0.7 11.7	1.2 6.6	2.6 47.5	1.6
Very Probable	1.0 39.4	0.5 15.3	1.0 9.6	1.1 35.7	0.9
Almost Sure	1.2 33.6	0.7 15.4	1.1 7.2	2.0 43.8	1.3
Certain	4.5 36.1	2.0 12.3	3.6 7.2	7.0 44.4	4.4
Total Personnel	494,906 35.3	384,856 27.5	124,176 8.9	397,466 28.4	1,401,405

NOTE: See Survey Form 2, question 53.

Table 370

EXTENSION INTENTIONS OF ENLISTED PERSONNEL WHEN
GIVEN FIRST CHOICE LOCATION AND BONUS

Probability of Tour Extension	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	13.9 32.0	18.2 31.8	18.4 10.7	14.2 25.5	15.6
Very Slight Possi- bility	2.8 31.2	4.1 34.1	3.3 9.1	3.0 25.7	3.3
Slight Possibility	2.3 27.9	3.6 32.6	3.6 11.2	3.0 28.4	3.0
Some Possibility	3.2 34.2	3.5 28.2	3.4 9.4	3.4 28.2	3.3
Fair Possibility	3.2 36.6	3.2 28.0	3.1 9.1	3.0 26.4	3.1
Fairly Good Possi- bility	3.2 33.4	3.8 30.5	4.4 11.7	3.0 24.4	3.4
Good Possibility	5.3 33.2	6.1 29.2	5.8 9.3	5.8 28.4	5.7
Probable	5.1 35.9	5.9 31.0	4.6 8.2	4.6 25.0	5.1
Very Probable	6.7 35.2	7.4 29.6	7.4 10.0	6.2 25.3	6.8
Almost Sure	9.4 35.3	9.4 26.8	9.5 9.1	9.9 28.9	9.5
Certain	45.0 39.2	35.0 23.1	36.5 8.1	44.0 29.7	41.3
Total Personnel	519,471 35.9	393,961 27.2	131,728 9.1	403,460 27.9	1,448,619

NOTE: See Survey Form 2, question 56.

Table 371

EXTENSION INTENTIONS OF ENLISTED PERSONNEL WHEN
GIVEN LAST CHOICE LOCATION AND BONUS

Probability of Tour Extension	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	66.7 33.9	72.3 29.0	69.3 8.9	68.3 28.3	69.0
Very Slight Possi- bility	11.1 36.9	9.6 25.0	9.8 8.2	11.0 29.9	10.5
Slight Possibility	5.0 35.9	4.7 26.5	4.7 8.6	5.0 29.1	4.9
Some Possibility	3.2 30.4	4.0 30.3	4.4 10.7	3.7 28.7	3.7
Fair Possibility	3.0 42.5	1.7 18.4	2.5 8.9	2.6 30.2	2.5
Fairly Good Possi- bility	2.2 41.4	1.8 26.2	1.6 7.4	1.6 25.0	1.9
Good Possibility	1.7 34.5	1.4 23.1	1.6 8.2	2.0 34.2	1.7
Probable	1.8 43.7	1.4 26.2	1.2 7.0	1.2 23.1	1.5
Very Probable	1.2 43.2	0.8 21.7	1.5 13.3	0.8 21.9	1.0
Almost Sure	0.8 28.7	0.9 25.6	0.9 8.9	1.2 36.8	0.9
Certain	3.4 45.8	1.6 17.1	2.6 8.7	2.6 28.4	2.6
Total Personnel	483,900 35.1	381,076 27.6	121,872 8.8	393,939 28.5	1,380,787

NOTE: See Survey Form 2, question 56.

Table 372

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO THE PROBABILITY
THAT THEIR NEXT TOUR WILL BE IN AN UNDESIRABLE LOCATION

Chance of Undesirable Location	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	13.0	12.8	14.9	11.2	12.6
	37.9	26.8	11.3	24.0	
Very Slight Possi- bility	6.0	4.6	5.9	4.9	5.3
	41.3	23.0	10.6	25.0	
Slight Possibility	3.5	4.4	4.2	4.9	4.2
	30.9	27.8	9.6	31.8	
Some Possibility	5.4	7.5	6.4	7.0	6.5
	30.7	30.5	9.4	29.4	
Fair Possibility	4.9	4.3	3.5	4.6	4.5
	40.0	25.3	7.4	27.4	
Fairly Good Possi- bility	6.0	5.3	4.6	5.4	5.5
	40.0	25.4	8.1	26.6	
Good Possibility	5.6	4.8	4.4	6.6	5.5
	37.1	23.1	7.5	32.3	
Probable	3.5	4.3	3.6	3.7	3.8
	34.3	30.0	9.1	26.6	
Very Probable	4.9	5.0	4.2	5.9	5.1
	35.0	25.9	7.8	31.4	
Almost Sure	4.3	4.5	4.8	5.0	4.6
	34.7	25.8	10.1	29.5	
Certain	8.5	6.8	10.3	5.9	7.5
	41.6	24.0	13.1	21.2	
Don't Know	22.0	19.1	19.3	20.2	20.5
	39.6	24.7	9.0	26.7	
Plan to Retire	12.4	16.7	14.2	14.9	14.4
	31.8	30.6	9.4	28.1	
Total Personnel	601,509	432,545	156,785	444,031	1,634,867
	36.8	26.5	9.6	27.2	

NOTE: See Survey Form 1, question 19.

Table 373

DISTRIBUTION OF OFFICERS ACCORDING TO THE PROBABILITY THAT THEIR
NEXT TOUR WILL BE IN AN UNDESIRABLE LOCATION

Chance of Undesirable Location	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	12.1 44.9	6.9 18.5	8.4 6.6	7.0 30.0	8.7
Very Slight Possi- bility	8.3 38.0	7.7 25.3	5.2 4.9	6.0 31.8	7.1
Slight Possibility	5.1 27.4	7.8 30.1	4.0 4.5	6.1 38.0	6.0
Some Possibility	9.3 28.6	13.3 29.6	7.4 4.8	10.3 37.0	10.5
Fair Possibility	5.6 30.2	6.5 25.0	4.2 4.8	6.4 40.1	6.0
Fairly Good Possi- bility	7.3 32.9	7.4 23.9	6.3 6.0	7.1 37.2	7.2
Good Possibility	5.6 28.1	6.0 21.9	6.3 6.7	7.4 43.3	6.4
Probable	3.9 27.6	3.6 18.4	5.3 8.0	5.5 46.0	4.5
Very Probable	6.6 31.1	4.9 16.9	6.5 6.5	8.2 45.5	6.8
Almost Sure	4.4 31.0	3.0 15.0	8.3 12.1	5.2 41.9	4.6
Certain	4.5 30.2	3.0 14.6	14.2 20.1	4.5 35.1	4.8
Don't Know	18.0 36.1	16.3 23.6	12.9 5.4	14.9 34.9	16.1
Plan to Retire	9.4 26.9	13.7 28.5	10.8 6.5	11.4 38.1	11.2
Total Personnel	79,864 32.3	57,597 23.3	16,710 6.8	92,886 37.6	247,057

NOTE: See Survey Form 3, question 16.

Table 374

DISTRIBUTION OF PREFERRED REENLISTMENT TERM
FOR ENLISTED PERSONNEL

Preferred Term of Reenlistment	Army	Navy	Marine Corps	Air Force	DoD Total
Two Years	36.6	40.8	51.4	25.9	36.2
	37.6	29.4	13.6	19.3	
Three Years	36.0	8.9	19.2	3.8	18.6
	72.0	12.6	9.9	5.5	
Four Years	10.4	37.4	19.2	60.4	31.9
	12.3	30.7	5.8	51.3	
Five Years	1.3	1.3	0.8	1.3	1.3
	39.3	26.5	6.0	28.4	
Six Years	15.6	11.6	9.3	8.5	12.0
	48.2	25.2	7.5	19.1	
Total Personnel	536,097	376,297	138,205	389,281	1,439,878
	37.2	26.1	9.6	27.0	

NOTE: See Survey Form 1, question 21.

XI. PROMOTION POTENTIAL FROM THE PROSPECTIVE OF
MILITARY PERSONNEL

In any organization, promotion in recognition of achievement usually carries with it higher levels of pay and benefits. Promotion policy therefore importantly influences the decision to remain a member of the Armed Forces. This section deals with promotion issues as viewed by military personnel.

Survey respondents were asked to assign a probability to their own chances of promotion to a higher pay grade, using the probability scale described in Section X. Tables 375-379 for enlisted personnel and 380-384 for officers display the results, by pay grade. Excluded from the tables were individuals who planned to retire or leave the military, expected no further promotion, or did not know their chances. Twenty-five percent of the enlisted personnel were certain that they would be promoted, and an additional 30 percent were 70 to 90 percent sure. As might be expected, certainty decreased with increasing pay grade. Air Force personnel expressed the greatest certainty, but Service differences were not marked. Just under 34 percent of the officers were certain of promotion, and an additional 30 percent were 70 to 90 percent sure. Again, certainty decreased with increasing pay grade. Air Force officers indicated lower levels of certainty than enlisted personnel.

In assigning a probability to their own chances of promotion, respondents were, in part, comparing themselves with their peers. The survey measured peer comparison directly by asking respondents whether they expected to be promoted earlier than most, at about the same rate, or later than most other members of their cohort. The results, tabulated by year of service, appear in Table 385 for enlisted personnel and Table 386 for officers. About 25 percent of the enlisted personnel saw their promotion as being earlier than most and 38 percent at the same rate. Within year-of-service groups, a larger percentage in the 9 to 15 year groups tended to see themselves as being promoted earlier and a smaller percentage in the 16 year and over groups. Fewer

officers (about 11 percent) than enlisted personnel (about 25 percent) saw themselves as being promoted earlier; 59 percent of the officers considered their promotion rate as being about the same as that of their peers. Tables 387 for enlisted personnel and 388 for officers summarize data showing when military personnel expect their next promotion.

The importance of promotion is most clearly seen in Tables 389 for enlisted personnel and 390 for officers. Asked the likelihood of their reenlistment, assuming that the opportunity for promotion had been reduced by 50 percent because of reduced manpower requirements, 41 percent of the enlisted personnel indicated that they would not reenlist and another 20 percent indicated only a very slight or slight likelihood. The comparable figures for reenlistment without this assumption were 27 percent and 14 percent (see Table 362). Service differed, with Navy and Marine Corps enlisted personnel more likely to indicate that reduced promotion opportunities would affect their reenlistment decision. Among officers, about 29 percent indicated that they would not remain in the military if their promotion opportunity were reduced by half; an additional 21 percent indicated that the probability would be very slight or slight. Service differences among officers were much smaller than those among enlisted personnel.

Table 375
ENLISTED PERSONNEL'S VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total
	No Chance	Very Slight Possibility	Slight Possibility	Some Possibility	Fair Possibility	Fairly Good Possibility	Good Possibility	Very Probable	Almost Sure	Certain	
E-1	0.6 2.7	1.0 8.8	0.5 3.1	0.9 10.0	0.2 1.6	0.4 5.6	0.4 9.0	0.4 5.2	0.1 7.0	0.3 44.9	0.6
E-2	4.8 3.6	1.5 2.3	2.4 2.7	1.1 2.1	1.8 3.5	2.7 6.8	2.1 8.5	1.9 4.6	1.7 5.6	3.6 46.8	3.2
E-3	15.5 2.2	6.1 1.7	11.4 2.3	10.9 3.8	12.8 4.6	10.3 4.7	9.6 7.0	17.0 7.7	13.4 8.2	20.4 14.3	17.4
E-4	28.2 2.5	23.1 4.2	21.3 2.8	27.1 6.2	25.5 5.9	30.7 9.0	28.4 13.4	27.2 7.9	29.0 11.4	27.7 12.5	27.0
E-5	20.5 2.0	31.1 6.1	33.7 4.7	29.5 7.2	28.3 7.0	25.6 8.0	28.4 14.3	27.6 8.6	26.1 11.0	24.8 12.0	25.3
E-6	15.6 2.3	16.5 5.0	13.7 3.0	18.8 7.1	18.6 7.1	18.0 8.8	19.2 15.0	17.3 8.3	18.9 12.4	15.5 11.6	16.3
E-7	11.3 3.3	17.1 10.2	13.6 5.9	8.6 6.5	10.4 7.9	9.8 9.5	9.3 14.4	7.1 6.8	8.6 11.1	6.4 9.5	8.2
E-8	2.4 3.0	3.8 9.5	3.4 6.1	3.2 10.1	2.6 8.1	2.4 9.6	2.6 16.6	1.6 6.2	2.2 12.0	1.3 8.4	2.0
E-9	1.2 82.1	0.0 0.0	0.2 16.4	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 1.5	0.0 0.0	0.0
Total Personnel	30,668 2.4	62,192 4.9	44,848 3.6	77,650 6.2	78,726 6.2	99,991 7.9	160,437 12.7	98,989 7.8	134,364 10.7	154,031 12.2	320,007 25.4

NOTE: See Survey Form 1, question 27.

Table 376

ARMY ENLISTED PERSONNEL'S VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total
	No Chance	Very Slight Possibility	Slight Possibility	Some Possibility	Fair Possibility	Fairly Good Possibility	Good Possibility	Very Probable	Almost Sure	Sure Certain	
E-1	0.0 0.0	0.5 8.6	0.0 0.0	1.3 31.6	0.0 0.0	0.0 0.0	0.0 0.0	1.0 24.3	0.0 0.0	0.4 35.6	0.3
E-2	5.4 10.2	0.0 0.0	2.1 4.0	1.0 4.0	0.0 0.0	2.2 9.2	2.2 15.6	1.0 4.0	0.0 0.0	1.5 41.3	1.8
E-3	13.5 3.7	4.3 1.9	15.1 4.1	13.1 7.4	18.1 8.1	6.1 3.7	6.5 6.6	14.7 8.7	8.0 6.9	13.4 14.7	12.2
E-4	33.8 3.4	37.1 6.0	20.2 2.0	35.7 7.5	32.0 5.3	42.4 9.6	39.1 14.8	28.4 6.3	35.0 11.3	27.1 20.5	32.7
E-5	22.5 3.0	36.1 7.6	38.1 5.1	27.8 7.7	26.3 5.7	21.6 6.4	23.8 11.9	25.5 7.4	19.7 8.3	23.3 12.5	24.9
E-6	10.3 1.9	11.7 3.5	10.2 1.9	12.4 4.8	16.0 4.9	17.5 7.3	18.5 12.9	21.2 8.7	22.7 13.5	18.8 26.3	17.7
E-7	13.2 5.1	6.3 3.8	12.7 4.8	5.9 4.7	6.2 3.9	8.6 7.4	8.4 12.0	7.2 6.1	11.9 14.5	9.0 13.8	8.7
E-8	0.7 1.5	4.1 12.7	1.6 3.0	2.6 10.6	1.4 4.5	1.7 7.3	1.5 10.6	1.1 4.5	2.8 17.4	1.6 12.8	1.7
E-9	0.8 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Total Personnel	14,919 3.3	23,607 5.3	14,790 3.3	30,794 6.9	24,356 5.4	33,170 7.4	55,444 12.4	32,392 7.2	47,210 10.6	59,944 13.4	447,534 24.8

NOTE: See Survey Form 1, question 27.

Table 377

NAVY ENLISTED PERSONNEL'S VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total
	No Chance	Very Slight	Slight	Some	Fair	Fairly Good	Good	Probable	Almost Sure	Very Certain	
E-1	1.0 3.3	1.2 10.3	0.7 4.7	0.7 6.6	0.0 0.0	0.5 6.6	0.6 13.6	0.2 2.9	0.8 13.6	1.2 38.5	0.6
E-2	6.0 2.6	2.5 2.9	1.6 1.3	0.8 1.0	1.6 2.3	3.6 5.9	2.2 6.0	1.8 3.2	7.4 17.4	13.0 52.8	5.0
E-3	14.5 1.8	3.8 1.3	7.2 1.8	7.0 2.5	7.2 3.0	12.7 5.9	14.7 11.9	17.0 9.0	24.4 16.6	30.3 35.6	17.1
E-4	12.7 1.2	10.7 2.8	18.9 3.6	18.2 5.1	15.3 4.9	20.0 7.4	21.4 13.5	25.3 10.5	27.5 14.6	24.5 22.5	21.9
E-5	20.1 1.6	29.1 6.4	23.3 3.7	25.1 6.0	32.7 8.9	25.6 7.9	27.6 14.7	27.9 9.8	25.7 11.5	18.2 14.1	26.0
E-6	28.9 3.2	29.6 9.0	25.9 5.7	36.3 11.9	27.0 10.1	24.6 10.4	21.7 15.9	17.9 8.6	10.5 6.5	8.3 8.9	19.0
E-7	9.5 2.5	18.2 12.8	16.3 8.3	9.3 7.1	14.0 12.2	10.2 10.0	9.5 16.3	7.5 8.4	2.9 4.1	3.9 9.6	8.1
E-8	6.2 6.0	5.0 13.0	5.4 10.0	2.6 7.3	2.2 7.0	2.8 10.3	2.3 14.4	2.5 10.2	0.9 4.7	0.6 5.5	2.2
E-9	1.1 50.0	0.0 0.0	0.6 50.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Total Personnel	6990 2.1	18,885 5.7	13,560 4.1	20,343 6.2	23,205 7.1	26,453 8.1	45,559 13.9	29,908 9.1	38,259 11.6	66,208 20.1	328,728

NOTE: See Survey Form 1, question 27.

Table 378
MARINE CORPS ENLISTED PERSONNEL'S VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total
	No Chance	Very Slight	Slight	Some	Fair	Fairly Good	Good	Probable	Almost Sure	Sure	
E-1	3.6 3.6	4.9 8.7	2.4 3.5	2.7 4.8	1.6 3.3	2.8 7.6	2.8 10.4	0.0 0.0	1.2 4.3	1.2 6.2	4.8 47.7
E-2	6.9 1.5	7.0 2.8	10.5 3.4	5.6 2.3	14.3 6.6	10.7 6.6	9.2 7.6	11.7 6.4	9.9 7.8	9.9 11.0	20.0 44.2
E-3	49.0 4.9	30.4 5.5	33.2 5.0	37.6 7.1	36.3 7.7	35.8 10.2	23.3 9.0	33.7 8.5	21.8 7.9	24.8 12.7	21.2 21.7
E-4	25.0 4.1	21.9 6.5	17.0 4.1	25.4 7.7	22.6 7.8	14.9 6.8	14.0 8.7	14.2 5.8	18.1 10.6	16.1 13.3	15.0 24.7
E-5	5.5 0.8	22.1 6.0	23.8 5.3	17.4 4.8	14.2 4.5	20.1 8.5	26.6 15.2	20.1 7.6	17.3 9.3	21.3 16.2	14.4 21.8
E-6	6.7 1.5	5.2 2.1	3.3 1.1	5.2 2.2	6.6 3.2	7.9 5.0	13.7 11.8	12.0 6.8	17.3 14.0	15.1 17.3	15.2 34.9
E-7	2.0 0.8	6.4 4.4	7.4 4.1	3.1 2.2	3.0 2.4	4.9 5.2	8.8 12.6	6.8 6.4	11.0 14.9	9.5 18.2	7.6 29.0
E-8	1.1 1.5	2.1 5.0	2.4 4.7	3.1 7.5	1.5 4.0	3.0 11.0	1.7 8.2	1.7 5.6	3.3 15.5	2.2 14.3	1.7 22.6
E-9	1.2 85.1	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1 14.9	0.0 0.0	0.0 0.0
Total Personnel	3482 2.8	6206 5.0	5064 4.1	6378 5.1	7220 5.8	9666 7.8	13,065 10.5	8620 7.0	12,283 9.9	17,402 14.0	34,672 28.0

NOTE: See Survey Form 1, question 27.

Table 379
AIR FORCE ENLISTED PERSONNEL'S VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	No Chance	Probability of Promotion										Total
		Very Slight Possibility	Slight Possibility	Some Possibility	Fair Possibility	Fairly Good Possibility	Good Possibility	Very Probable	Almost Sure	Certain		
E-1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.1
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
E-2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	
E-3	0.8	1.1	1.8	2.9	5.8	5.0	4.3	14.8	15.8	25.4	45.5	20.7
	0.1	0.2	0.3	0.8	1.8	2.0	2.7	5.6	7.5	13.1	66.0	
E-4	34.8	16.4	27.6	23.3	29.5	32.3	26.5	31.8	29.0	25.8	29.0	28.1
	1.8	2.2	3.1	4.6	7.0	9.8	12.1	8.8	10.1	9.7	30.9	
E-5	25.1	29.4	44.5	40.1	30.3	31.6	35.3	31.9	29.4	27.8	16.4	27.5
	1.3	4.0	5.1	8.1	7.3	9.7	16.4	9.0	10.5	10.7	17.8	
E-6	19.5	11.6	8.2	15.2	16.5	16.2	19.2	13.8	18.0	15.5	7.5	13.5
	2.1	3.2	1.9	6.3	8.1	10.2	18.3	7.9	13.1	12.2	16.7	
E-7	14.4	39.3	14.3	13.8	13.6	12.5	10.3	6.7	6.1	4.6	0.9	8.1
	2.6	18.2	5.6	9.6	11.1	13.1	16.4	6.5	7.4	6.1	3.5	
E-8	2.7	2.2	3.8	4.7	4.4	2.5	4.4	1.1	1.0	1.0	0.4	2.0
	2.0	4.1	6.1	13.2	14.6	10.9	28.3	4.2	5.2	5.3	6.1	
E-9	2.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total Personnel	5277	13,495	11,434	20,136	23,945	30,702	46,370	28,070	35,513	38,428	108,293	361,662
	1.5	3.7	3.2	5.6	6.6	8.5	12.8	7.8	9.8	10.6	29.9	

NOTE: See Survey Form 1, question 27.

Table 380

OFFICERS' VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total	
	No Chance	Very Slight Possibility	Slight Possibility	Some Possibility	Fair Possibility	Fairly Good Possibility	Good Possibility	Probable	Almost Sure	Certain		
0-1	0.2 0.1	0.3 0.1	0.1 0.0	0.0 0.0	0.2 0.1	1.1 0.5	0.3 0.2	0.9 0.5	2.3 2.3	8.2 11.7	30.6 84.6	12.2
0-2	1.1 0.2	1.1 0.3	0.8 0.1	1.8 0.4	5.1 1.0	3.1 1.0	2.4 0.9	6.6 2.9	9.4 6.7	24.0 24.6	31.3 62.0	17.0
0-3	9.0 0.9	16.1 2.3	25.5 2.0	25.6 2.8	39.7 4.1	40.8 6.9	42.7 8.3	49.2 10.9	49.6 17.9	41.6 21.9	21.7 22.1	33.1
0-4	27.9 4.1	28.7 6.4	26.9 3.3	23.4 3.9	30.0 4.8	28.4 7.5	31.5 9.5	27.6 9.5	27.0 15.2	19.8 16.2	12.4 19.6	21.3
0-5	33.6 8.6	27.8 10.7	28.4 6.0	33.1 9.5	21.1 5.8	23.1 10.5	19.7 10.3	14.5 8.6	11.3 10.9	6.2 8.8	3.8 10.4	12.4
0-6	28.4 22.5	26.1 31.2	18.3 12.1	16.1 14.4	4.0 3.4	3.5 4.9	3.5 5.7	1.3 2.4	0.5 1.4	0.2 1.0	0.2 1.3	4.0
Total Personnel	6285 3.2	9443 4.8	5217 2.6	7080 3.6	6763 3.4	11,157 5.6	12,845 6.5	14,648 7.4	23,836 12.0	34,635 17.4	66,911 33.7	198,821

NOTE: See Survey Form 3, question 13.

Table 381

ARMY OFFICERS' VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total
	No Chance	Very Slight	Slight	Some	Fair	Fairly Good	Good	Very Probable	Almost Sure	Certain	
0-1	0.0	0.0	0.0	0.0	0.0	1.7	0.4	1.0	7.0	28.8	11.8
	0.0	0.0	0.0	0.0	0.0	0.9	0.2	0.7	12.0	84.4	
0-2	0.0	2.5	1.2	0.8	9.1	3.0	3.7	7.0	21.0	26.2	15.9
	0.0	0.5	0.2	0.2	1.1	1.1	1.5	3.5	26.4	57.0	
0-3	13.7	18.0	24.3	22.8	28.0	42.3	36.4	46.9	37.3	28.3	33.8
	0.9	1.6	1.6	2.2	1.6	7.5	6.6	11.2	22.1	28.8	
0-4	18.3	21.4	24.8	14.6	31.2	26.9	37.5	24.1	29.5	13.5	22.3
	1.8	2.9	2.4	2.1	2.7	7.2	10.4	8.7	24.2	20.9	
0-5	29.6	35.0	23.6	46.4	25.9	24.2	19.2	19.6	14.7	7.7	12.9
	5.0	8.3	3.9	11.8	3.9	11.1	9.2	12.3	14.4	8.1	
0-6	38.5	23.1	26.2	15.5	5.8	1.9	2.8	1.4	0.5	0.2	3.2
	26.0	21.7	17.4	15.7	3.5	3.5	5.2	3.5	1.7	1.7	
Total Personnel	1414	1971	1394	2124	1269	3848	3990	5216	12,954	22,292	64,630
	2.2	3.1	2.2	3.3	2.0	6.0	6.2	8.1	20.0	34.5	

NOTE: See Survey Form 3, question 18.

Table 382
NAVY OFFICERS' VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total
	No Chance	Very Slight Possibility	Slight Possibility	Some Possibility	Fair Possibility	Fairly Good Possibility	Good Possibility	Probable	Almost Sure	Certain	
O-1	0.0	1.3	0.9	0.0	0.0	2.1	0.0	1.1	3.6	38.0	18.1
	0.0	0.4	0.1	0.6	0.0	0.5	0.0	0.4	2.3	13.8	82.6
O-2	1.7	1.7	0.0	3.1	6.6	3.9	0.9	4.5	10.1	22.0	18.1
	0.4	0.5	0.0	0.5	0.8	0.8	0.3	1.6	6.4	22.4	66.5
O-3	6.0	11.8	22.5	9.5	22.3	25.2	26.5	32.3	35.8	41.5	25.9
	0.9	2.3	1.5	1.0	2.0	3.8	5.1	7.9	15.8	29.4	30.5
O-4	36.6	26.1	30.1	34.5	35.7	38.4	38.7	40.0	33.4	15.5	21.1
	6.8	6.3	2.5	4.4	3.9	7.1	9.2	12.0	18.1	13.5	16.3
O-5	25.0	13.9	16.9	21.9	25.1	27.4	29.2	20.9	16.0	7.4	11.2
	8.8	6.3	2.6	5.2	5.1	9.6	13.0	11.8	16.3	12.1	9.3
O-6	30.7	45.1	29.7	31.0	10.3	3.0	4.7	1.3	1.0	0.0	5.7
	21.4	40.3	9.1	14.6	4.2	2.1	4.2	1.4	2.1	0.0	0.7
Total Personnel	1809	2317	793	1224	1051	1795	2292	2893	5247	8431	45,966
	3.9	5.0	1.7	2.7	2.3	3.9	5.0	6.3	11.4	18.3	39.4

NOTE: See Survey Form 3, question 18.

Table 383
MARINE CORPS OFFICERS' VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total
	No Chance	Very Slight	Slight	Some	Fair	Fairly Good	Good	Probable	Almost Sure	Very Certain	
O-1	5.7 0.4	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	4.0 0.9	1.3 0.4	1.0 0.4	12.7 12.5	42.4 83.7	19.5
O-2	0.0 0.0	3.3 0.3	11.2 0.7	10.7 0.7	3.5 0.3	10.1 1.6	6.4 1.6	18.9 6.2	35.1 26.1	35.7 53.6	25.6
O-3	20.5 1.1	31.6 3.0	36.9 2.1	19.3 1.1	20.8 1.9	21.8 3.4	40.1 9.7	34.1 10.7	31.4 22.2	16.0 22.8	27.0
O-4	28.8 2.3	28.8 3.9	23.2 1.9	29.6 2.5	31.9 4.1	36.2 8.0	34.9 12.2	34.5 15.5	16.6 16.9	4.9 10.1	18.8
O-5	9.0 2.0	11.7 4.5	11.0 2.5	21.2 5.0	38.4 13.9	25.5 15.8	15.3 14.9	10.7 13.4	4.0 11.4	0.9 5.0	6.7
O-6	36.0 22.2	24.7 26.4	17.7 11.1	19.1 12.5	5.5 5.6	2.4 4.2	2.0 5.6	0.8 2.8	0.2 1.4	0.2 2.8	2.4
Total Personnel	204 1.5	354 2.6	208 1.5	217 1.6	336 2.4	576 4.2	904 6.5	1164 8.4	2643 19.1	5332 38.5	13,838

NOTE: See Survey Form 3, question 18.

Table 384

AIR FORCE OFFICERS' VIEW OF THEIR CHANCES FOR PROMOTION

Current Pay Grade	Probability of Promotion										Total
	No Chance	Very Slight	Slight	Some	Fair	Fairly Good	Good	Probable	Almost Sure	Certain	
0-1	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.3 0.2	0.0 0.0	0.2 0.2	0.7 0.7	4.0 7.7	23.3 88.4	7.5
0-2	1.3 0.3	0.0 0.0	0.0 0.0	1.4 0.4	3.5 1.3	2.0 0.8	1.3 0.6	4.8 2.2	26.5 24.1	36.2 65.7	15.7
0-3	7.6 0.8	16.1 2.7	26.1 2.6	33.4 4.1	49.4 7.2	47.5 8.3	54.1 10.8	63.7 12.1	49.4 18.5	17.7 13.2	38.2
0-4	27.0 4.9	32.9 10.1	27.4 4.9	24.5 5.5	27.9 7.3	25.1 7.9	23.8 8.6	22.8 7.8	15.3 10.3	16.3 22.0	21.1
0-5	42.7 12.0	32.6 15.4	35.4 9.8	29.8 10.3	17.1 6.9	20.5 9.9	16.8 9.4	6.8 3.6	4.1 4.3	6.4 13.3	13.7
0-6	21.4 21.1	18.3 30.4	11.2 10.9	11.0 13.4	1.7 2.4	5.0 8.5	3.7 7.3	1.3 2.4	0.7 2.4	0.2 1.2	3.9
Total Personnel	2858 3.8	4802 6.5	2822 3.8	3515 4.7	4108 5.5	4938 6.6	5658 7.6	5375 7.2	10,607 14.3	21,175 28.5	74,389

NOTE: See Survey Form 3, question 18.

Table 385
ENLISTED PERSONNEL'S PERCEPTIONS OF WHEN THEY WILL BE PROMOTED

Year of Service	Promotion Rate			Not Applicable			Total
	Earlier Than Most	Same As Most	Later Than Most	Don't Expect Promotion	Plan Leave Service	Plan to Retire	
1	2.3 26.7	3.1 57.2	1.1 8.0	0.7 1.3	0.8 5.0	0.9 1.9	2.1
2	14.4 28.9	17.1 52.9	11.5 14.6	6.3 1.9	1.5 1.5	0.6 0.2	12.4
3	14.6 23.4	15.2 37.6	15.0 15.2	19.7 4.8	21.9 18.3	2.3 0.6	15.5
4	15.0 23.4	11.1 26.6	14.7 14.5	21.4 5.1	36.6 29.7	3.0 0.8	16.0
5	7.1 27.1	6.8 40.1	6.0 14.4	4.7 2.8	7.8 15.4	0.4 0.3	6.5
6	6.7 25.3	7.1 41.1	6.0 14.2	3.3 1.9	8.8 17.2	0.6 0.4	6.6
7	5.5 26.9	4.8 36.3	5.5 17.1	2.2 1.7	7.0 17.9	0.3 0.2	5.1
8	5.8 28.4	5.0 37.3	4.4 13.6	2.2 1.6	7.4 18.7	0.3 0.3	5.1
9	4.5 32.5	3.4 38.0	3.5 16.0	1.2 1.3	3.1 11.8	0.3 0.4	3.4
10	3.4 31.7	3.0 42.7	2.5 14.6	0.4 0.5	2.0 9.4	0.6 0.9	2.7
11	3.2 30.6	3.3 47.8	2.7 15.9	0.9 1.4	0.9 4.2	0.2 0.2	2.6

Table 385 (Continued)
ENLISTED PERSONNEL'S PERCEPTIONS OF WHEN THEY WILL BE PROMOTED (Continued)

Year of Service	Promotion Rate			Not Applicable			Total
	Earlier Than Most	Same As Most	Later Than Most	Don't Expect Promotion	Plan Leave Service	Plan to Retire	
12	3.0 29.9	2.9 45.4	2.9 18.7	0.6 0.9	1.0 5.1	0.0 0.1	2.5
13	2.5 30.4	2.5 46.7	2.4 18.7	0.3 0.5	0.6 3.7	0.0 0.1	2.0
14	2.5 35.4	2.0 43.6	2.2 19.4	0.5 1.1	0.1 0.5	0.0 0.0	1.8
15	1.5 27.2	2.0 54.3	1.5 16.7	0.3 0.8	0.1 1.1	0.0 0.0	1.4
16	1.5 25.1	1.9 49.8	2.2 22.9	0.3 0.6	0.1 1.1	0.2 0.5	1.5
17	1.4 21.1	1.8 41.9	3.1 30.3	1.3 3.0	0.0 0.0	1.4 3.7	1.6
18	1.4 16.4	2.1 37.6	3.9 28.8	4.0 7.1	0.0 0.2	4.9 10.0	2.1
19	1.6 16.1	1.7 27.7	2.8 18.2	4.4 7.0	0.1 0.3	17.1 30.9	2.4
20	1.1 11.5	1.1 18.1	2.2 14.6	3.3 5.2	0.1 0.3	27.6 50.2	2.4
Over 20	1.2 6.7	2.2 19.7	4.1 14.7	22.1 19.2	0.2 0.6	39.5 39.2	4.4
Total Personnel	399,372 24.9	615,714 38.4	252,158 15.7	60,791 3.8	207,243 12.9	69,591 4.3	1,604,869

NOTE: See Survey Form 1, question 28.

Table 386

OFFICERS' PERCEPTIONS OF WHEN THEY WILL BE PROMOTED

Year of Service	Promotion Rate			Not Applicable			
	Earlier Than Most	Same As Most	Later Than Most	Don't Expect Promotion	Plan Leave Service	Plan to Retire	Total
1	0.9	2.4	0.3	1.0	1.2	0.0	1.7
	5.8	81.8	1.6	4.4	6.5	0.0	
2	5.7	10.3	1.0	1.2	7.9	1.4	7.7
	8.0	79.3	1.1	1.1	9.5	1.1	
3	4.6	7.9	1.6	1.3	12.9	0.5	6.6
	7.5	70.8	1.9	1.4	17.9	0.4	
4	4.5	6.6	1.6	0.7	10.4	1.0	5.6
	8.8	69.9	2.3	0.9	17.2	1.0	
5	7.3	6.0	2.6	3.1	17.6	0.4	6.4
	12.2	55.4	3.3	3.5	25.2	0.4	
6	7.4	5.1	1.9	0.9	11.4	0.2	5.1
	15.6	59.4	3.0	1.3	20.5	0.2	
7	7.0	5.8	2.5	0.4	9.2	0.0	5.3
	14.4	65.2	3.8	0.6	16.1	0.0	
8	5.4	5.5	2.7	0.2	6.0	0.0	4.6
	12.6	70.3	4.8	0.3	12.0	0.0	
9	5.5	4.7	4.6	0.5	9.2	0.0	4.6
	12.8	59.9	8.0	0.9	18.4	0.0	
10	6.3	5.6	3.8	0.5	4.2	0.0	4.7
	14.3	70.2	6.4	0.8	8.2	0.0	
11	6.2	4.4	5.9	0.3	2.8	0.5	4.0
	16.6	64.0	11.7	0.6	6.4	0.6	

Table 386 (Continued)
OFFICERS' PERCEPTIONS OF WHEN THEY WILL BE PROMOTED (Continued)

Year of Service	Promotion Rate			Not Applicable			
	Earlier Than Most	Same As Most	Later Than Most	Don't Expect Promotion	Plan Leave Service	Plan to Retire	Total
12	5.6 17.8	3.9 68.3	2.4 5.8	0.9 1.9	1.9 5.3	0.5 0.9	3.4
13	4.0 10.6	5.2 75.1	4.5 9.0	0.5 0.9	1.9 4.3	0.2 0.2	4.0
14	3.7 11.7	4.0 69.4	4.0 9.5	1.9 4.1	1.8 5.0	0.2 0.3	3.4
15	4.3 13.4	3.8 65.7	6.5 15.3	1.7 3.7	0.3 0.7	0.7 1.2	3.4
16	3.4 10.5	3.7 61.6	6.6 15.1	4.0 8.4	0.6 1.6	1.8 2.9	3.5
17	2.8 8.7	2.9 48.6	9.9 22.6	6.6 13.8	0.0 0.1	3.9 6.4	3.5
18	3.8 12.6	2.3 41.9	7.0 17.3	6.6 15.0	0.0 0.0	7.6 13.4	3.3
19	2.7 8.9	2.1 38.4	5.5 13.4	8.9 20.1	0.0 0.1	10.9 19.1	3.3
20	2.2 6.4	2.3 37.0	5.6 12.2	6.7 13.3	0.2 0.4	19.9 30.7	3.7
Over 20	6.8 5.9	5.7 26.9	19.7 12.7	52.3 31.0	0.4 0.3	50.5 23.2	12.4
Total Personnel	26,471 10.8	145,211 59.0	19,787 8.0	18,137 7.4	22,564 9.2	14,060 5.7	246,229

NOTE: See Survey Form 3, question 19.

Table 387

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO
WHEN THEY EXPECT THEIR NEXT PROMOTION

Expected Time of Promotion	Army	Navy	Marine Corps	Air Force	DoD Total
Less Than 1 Year	29.7 35.3	33.1 28.5	42.2 13.1	26.4 23.2	30.9
1-2 Years	17.5 32.1	17.6 23.4	17.0 8.2	26.7 36.3	20.0
2-3 Years	10.5 34.4	10.2 24.2	8.4 7.2	14.1 34.2	11.2
3-4 Years	6.2 38.4	6.0 27.0	4.1 6.7	6.1 28.0	5.9
4-5 Years	2.9 45.0	2.1 23.4	1.3 5.1	2.3 26.5	2.3
5-6 Years	1.3 52.8	0.6 18.9	0.3 3.6	0.8 24.6	0.6
6 Years or More	0.5 39.4	0.4 20.7	0.3 5.6	0.6 34.3	0.5
Don't Expect Promo- tion	5.3 43.5	4.7 27.9	5.6 12.1	2.7 16.5	4.5
Plan to Leave Service	15.6 41.0	15.5 29.4	12.5 8.6	10.8 21.0	14.0
Plan to Retire	3.9 31.7	4.7 29.4	2.3 8.6	5.8 21.0	14.0
Don't Know	6.6 45.2	5.1 25.2	6.0 10.7	3.7 19.0	5.4
Total Personnel	600,838 36.7	435,519 26.6	157,133 9.6	445,672 27.2	1,639,160

NOTE: See Survey Form 1, question 29.

Table 388

DISTRIBUTION OF OFFICERS ACCORDING TO WHEN THEY EXPECT
THEIR NEXT PROMOTION

Expected Time of Promotion	Army	Navy	Marine Corps	Air Force	DoD Total
Less Than 1 Year	20.7 30.8	22.1 23.7	23.9 7.4	22.1 38.1	21.8
1-2 Years	13.9 27.6	20.9 30.0	18.9 7.9	14.9 34.5	16.3
2-3 Years	13.0 36.8	9.6 19.5	13.7 8.1	10.8 35.6	11.4
3-4 Years	10.3 38.2	7.1 18.8	7.0 5.4	8.8 37.6	8.8
4-5 Years	8.3 38.8	6.8 22.9	6.1 5.9	5.9 32.4	6.9
5-6 Years	5.4 34.9	4.4 20.5	6.0 8.2	4.8 36.4	5.0
6 Years or More	4.5 37.7	1.5 9.2	3.2 5.6	4.8 47.5	3.8
Don't Expect Promo- tion	6.6 26.5	8.9 25.6	4.8 4.0	9.5 43.9	8.1
Plan to Leave Service	9.5 32.3	9.1 22.3	8.2 5.8	10.0 39.6	9.5
Plan to Retire	5.5 30.2	7.4 29.6	6.8 7.8	5.0 32.3	5.9
Don't Know	2.4 28.8	2.4 20.9	1.4 3.5	3.3 46.8	2.6
Total Personnel	80,264 32.3	57,889 23.3	16,755 6.8	93,238 37.6	248,147

NOTE: See Survey Form 3, question 20.

Table 389

REENLISTMENT INTENTION OF ENLISTED PERSONNEL WHEN PROMOTION
PROBABILITY IS REDUCED 50 PERCENT

Reenlistment Probability	Army	Navy	Marine Corps	Air Force	Total
No Chance	38.5 35.3	47.4 30.8	46.2 11.1	34.7 22.8	40.6
Very Slight Possi- bility	13.3 36.4	13.9 26.9	12.8 9.2	14.0 27.5	13.6
Slight Possibility	5.9 33.1	7.2 28.4	7.2 10.6	6.9 27.9	6.6
Some Possibility	6.6 36.7	6.2 24.5	5.6 8.3	7.6 30.5	6.7
Fair Possibility	4.0 36.2	3.8 23.8	3.9 9.2	4.8 30.8	4.1
Fairly Good Possi- bility	4.7 38.6	4.0 22.9	4.0 8.5	5.1 30.0	4.5
Good Possibility	3.4 44.4	2.2 19.9	3.3 11.0	2.7 24.7	2.9
Probable	3.2 35.3	2.8 21.6	2.5 7.2	4.5 35.9	3.4
Very Probable	2.3 37.8	1.8 20.6	1.9 8.1	2.8 33.5	2.3
Almost Sure	3.3 42.3	1.8 16.4	2.4 8.1	3.6 33.2	2.9
Certain	9.5 43.7	5.5 17.9	6.1 7.4	9.4 31.1	8.1
Don't Know	5.1 44.7	3.6 22.2	4.2 9.6	3.7 23.6	4.2
Total Personnel	556,920 37.2	394,351 26.3	146,474 9.8	400,176 26.7	1,497,930

NOTE: See Survey Form 1, question 30.

Table 390

REENLISTMENT INTENTION OF OFFICERS WHEN PROMOTION
PROBABILITY IS REDUCED 50 PERCENT

Reenlistment Probability	Army	Navy	Marine Corps	Air Force	DoD Total
No Chance	27.7	28.0	27.1	30.7	28.9
	31.0	22.7	6.3	40.0	
Very Slight Possi- bility	12.1	14.0	12.3	13.4	13.0
	29.8	25.1	6.4	38.7	
Slight Possibility	7.4	8.6	8.2	8.8	8.3
	28.7	24.4	6.8	40.1	
Some Possibility	8.4	9.4	8.8	8.6	8.7
	31.1	25.1	6.8	37.1	
Fair Possibility	4.5	5.1	5.0	4.7	4.7
	30.5	24.9	7.1	37.5	
Fairly Good Possi- bility	6.3	4.1	4.7	4.6	5.0
	40.5	18.8	6.3	34.4	
Good Possibility	4.1	3.7	3.7	3.4	3.7
	35.9	23.1	6.7	34.3	
Probable	5.2	5.6	5.4	4.4	5.0
	33.5	26.2	7.2	33.1	
Very Probable	30.8	24.6	9.1	35.5	3.9
	3.8	4.1	5.3	3.7	
Almost Sure	4.6	3.7	4.5	2.9	3.7
	39.9	23.0	8.1	29.0	
Certain	11.5	9.2	11.9	9.9	10.4
	35.7	20.7	7.7	35.8	
Don't Know	4.4	4.5	3.3	4.8	4.5
	31.5	23.6	4.9	39.9	
Total Personnel	79,791	57,812	16,714	92,988	247,304
	32.3	23.4	6.8	37.6	

NOTE: See Survey Form 3, question 21.

XII. THE RETIREMENT SYSTEM FROM THE PERSPECTIVE
OF MILITARY PERSONNEL

The Department of Defense and Congress have for several years been debating changes in the military retirement system. At the time the 1978-1979 DoD Survey was conducted, the Department of Defense was considering different payment plans and plans linked to an individual's age and years of service. The survey asked respondents to indicate whether they preferred the current plan or one of two hypothetical plans, which, although not precisely the same as those under discussion, included some of the basic components that any future plans might be expected to contain. This section presents the results.

As a basis for subsequent analyses, the respondents' familiarity with the current system was tested. The results suggest that a large number of military personnel may not understand the current benefits. The question was worded as follows:

Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50 percent of their basic pay as retirement benefits. Suppose you retire with 26 years of service--under the current retirement system, what percent of your basic pay would you receive as retirement pay?

The correct answer is 65 percent. As can be seen in Table 391 for enlisted personnel and Table 392 for officers, only one-third of the enlisted personnel and two-thirds of the officers answered correctly; the remainder seemed to know that the percent would be greater than 50 but were either unsure of how to figure it or made arithmetic errors. As would be expected, the closer individuals were to retirement, the more likely they were to know the correct figure.

Enlisted personnel and officers were asked to indicate preferences for one of several payment schedules. The payment amounts shown in the enlisted questionnaire were based on the assumption that an individual retired at an E-7 pay grade with 20 years of service.

Respondents were told that future payments would be adjusted for inflation and taxed in the same way as current retirement benefits. The officer question was based on a retirement at an O-5 pay grade after 20 years of service. As can be seen in Table 393, 58 percent of enlisted personnel preferred lifetime payments; 20 percent, a lump sum payment; and the remainder, intermediate payment schedules. Almost 72 percent of the officers (Table 394) preferred lifetime payment; 14 percent, a lump sum at retirement; and the remainder, intermediate payment schedules.

The fact that two different questionnaires were designed for enlisted personnel and two for officers provided the flexibility to try two different retirement plans on each group. Plan A, presented to enlisted personnel in Form 1 and officers in Form 3, postulated that personnel who remained in the military for ten or more years would receive (1) a special lump sum bonus when they left the service (the bonus would be taxable) and (2) retirement pay. The questionnaires listed the Plan A bonus amounts and the percentage of basic pay that would be paid as retirement benefits for enlisted personnel as follows:

Years of Service	Amount of Lump Sum Bonus at Retirement	% of Basic Pay as Retirement Benefits	Age at Which Benefits Would Begin
Less than 10	\$ 0	0	—
10	8,000	20.0	65
11	10,000	22.5	65
12	12,000	25.0	65
13	14,000	27.5	65
14	16,000	30.0	65
15	20,000	32.5	62
16	24,000	35.0	62
17	28,000	37.5	62
18	32,000	40.0	62
19	36,000	42.5	62
20	40,000	45.0	60
21	43,000	48.0	60
22	46,000	51.0	60
23	49,000	54.0	60
24	52,000	57.0	60
25	54,000	60.0	60
26	56,000	63.0	60
27	58,000	66.0	60
28	60,000	69.0	60
29	62,000	72.0	60
30	64,000	75.0	55

The corresponding Plan A bonus amounts and retirement benefits for officers were given as follows:

Years of Service	Amount of Lump Sum Bonus at Retirement	% of Basic Pay as Retirement Benefits	Age at Which Benefits Would Begin
Less Than 10	\$ 0	0	—
10	16,000	20.0	65
11	20,000	22.5	65
12	24,000	25.0	65
13	30,000	27.5	65
14	36,000	30.0	65
15	44,000	32.5	62
16	52,000	35.0	62
17	60,000	37.5	62
18	68,000	40.0	62
19	76,000	42.5	62
20	84,000	45.0	60
21	92,000	48.0	60
22	100,000	51.0	60
23	108,000	54.0	60
24	114,000	57.0	60
25	120,000	60.0	60
26	124,000	63.0	60
27	128,000	66.0	60
28	132,000	69.0	60
29	136,000	72.0	60
30	140,000	75.0	55

Following the description of these benefits, respondents were asked to indicate a preference for Plan A or the current retirement plan and to estimate the total number of years that they might have planned to serve had Plan A been in effect when they first entered the military service and the pay grade at which they might have expected to retire. These data (not shown) might be analyzed in conjunction with information about current plans to remain in the military.

Tables 395 (enlisted personnel) and 396 (officers) compare preferences for Plan A and the current military plan. Enlisted personnel were divided, with 51 percent favoring the current plan. Army enlisted personnel favored the proposed plan somewhat more (54 percent) and Navy personnel somewhat less (47 percent) than members of the other two Services. Support for the proposed plan was greater among

those with fewer years of service. Officers tended to prefer the current retirement plan. Overall, only 36 percent favored Plan A, including 41 percent of Army officers and about one-third in each of the other Services.

The second alternative retirement plan, Plan B, presented to enlisted respondents in Form 2 and officers in Form 4 offered the following benefits: (1) personnel with 10 to 29 years of service would receive full retirement pay, beginning at the age of 60; (2) those with 20 to 29 years of service would also receive partial retirement pay from the time they left the Service until they reached 60, when full benefits would begin; and (3) those with 30 years of service would receive full retirement pay starting immediately upon retirement.

The following benefits would be paid to enlisted personnel under Plan B:

% of Basic Pay as Retirement Benefits

Years of Service	From Retirement	
	to Age 60	After Age 60
Less than 10	0	0
10	0	25.0
11	0	27.5
12	0	30.0
13	0	32.5
14	0	35.0
15	0	37.5
16	0	40.0
17	0	42.5
18	0	45.0
19	0	47.5
20	25	50.0
21	27	52.5
22	30	55.0
23	34	57.5
24	39	60.0
25	44	62.5
26	50	65.0
27	57	67.5
28	63	70.0
29	69	72.5
30	75	75.0

The corresponding Plan B retirement benefits for officers were given as follows:

Years of Service	% of Basic Pay as Retirement Benefits	
	From Retirement to Age 60	After Age 60
Less than 10	0	0
10	0	25.0
11	0	27.5
12	0	30.0
13	0	32.5
14	0	35.0
15	0	37.5
16	0	40.0
17	0	42.5
18	0	45.0
19	0	47.5
20	25	50.0
21	27	52.5
22	30	55.0
23	34	57.5
24	39	60.0
25	44	62.5
26	50	65.0
27	57	67.5
28	63	70.0
29	69	72.5
30	75	75.0

Respondents were asked to indicate a preference for Plan B or the current military retirement plan and to estimate the total number of years that they might have expected to serve and the pay grade at which they might have expected to retire had such a plan been available to them (data on these estimates not shown). Plan B generated even less interest than Plan A compared with the current retirement system. Thirty percent of all enlisted personnel (Table 397) favored Plan B, ranging from 38 percent in the Marine Corps to 20 percent in the Air Force. Year-of-service differences were less marked in assessments of Plan B than they were in assessments of Plan A. Only 18 percent of all officers, with minor Service differences, favored Plan B (Table 398).

Table 391

PERCENT OF BASIC PAY ENLISTED PERSONNEL THINK THEY WILL RECEIVE IF THEY
RETIRE AFTER 26 YEARS OF SERVICE

Year of Service	Percent of Basic Pay										Total
	0-49	50	51-55	56-60	61-65	66-70	71-75	76-100			
1	2.8	3.8	4.1	2.2	1.2	1.3	1.1	3.2	2.0		
	5.0	27.3	13.7	14.3	20.3	4.5	8.0	7.0			
2	18.2	18.3	16.0	16.2	6.5	8.4	9.6	15.3	11.6		
	5.8	23.2	9.3	18.5	19.1	5.3	12.8	5.9			
3-4	42.3	39.9	40.5	31.3	18.9	29.0	30.9	42.7	29.6		
	5.3	19.9	9.3	14.0	21.9	7.1	16.1	6.4			
5-6	12.9	16.6	11.1	13.2	10.7	13.5	15.2	15.9	13.1		
	3.7	18.7	5.7	13.3	27.9	7.5	17.9	5.4			
7-9	12.0	11.5	12.2	15.6	13.9	16.6	17.1	12.1	14.2		
	3.1	11.9	5.8	14.6	33.5	8.5	18.6	3.8			
10-12	4.1	5.5	5.3	7.4	10.5	8.9	9.6	4.8	8.2		
	1.8	9.9	4.3	12.0	43.6	7.9	18.0	2.6			
13-15	2.6	1.7	3.2	4.3	8.5	6.5	5.6	2.5	5.5		
	1.8	4.5	4.0	10.3	53.0	8.6	15.8	2.0			
16-20	4.1	2.5	6.3	7.6	18.8	12.1	9.1	3.0	10.8		
	1.4	3.4	3.9	9.3	59.5	8.2	13.0	1.2			
21-25	1.2	0.1	1.3	2.2	8.8	2.9	1.6	0.4	3.9		
	1.1	0.3	2.2	7.3	76.9	5.4	6.2	0.5			
26-30	0.0	0.1	0.0	0.1	2.3	0.9	0.1	0.0	0.9		
	0.0	1.1	0.0	1.7	88.2	7.4	1.7	0.0			
Over 30	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.0		
	0.0	2.7	5.1	0.0	34.0	26.4	18.1	13.8			
Total Personnel	52,647	208,873	95,976	188,370	486,130	103,600	216,949	62,985	1,417,530		
	3.7	14.7	6.8	13.3	34.3	7.3	15.5	4.4			

NOTE: See Survey Form 1, question 82.

Table 392

PERCENT OF BASIC PAY OFFICERS THINK THEY WILL RECEIVE IF THEY
RETIRE AFTER 26 YEARS OF SERVICE

Year of Service	Percent of Basic Pay										Total
	0-49	50	51-55	56-60	61-65	66-70	71-75	76-100			
1	3.4 2.7	5.5 28.6	4.8 8.8	3.0 14.2	0.9 33.6	0.8 2.6	1.7 8.8	0.9 0.7	1.7		
2	8.3 1.4	19.8 24.1	12.6 5.4	10.9 12.1	4.1 36.2	7.3 5.5	10.5 12.8	12.5 2.4	7.2		
3-4	11.9 1.4	22.4 16.7	18.8 5.0	17.8 12.2	7.7 41.5	13.3 6.2	18.6 13.8	28.1 3.3	11.7		
5-6	14.0 1.7	18.4 14.6	10.9 3.0	15.6 11.3	9.0 51.5	10.6 5.2	12.2 9.6	25.0 3.1	11.0		
7-9	22.1 2.1	16.1 9.8	19.7 4.2	19.8 11.0	12.7 55.7	14.1 5.3	17.6 10.6	13.6 1.3	14.4		
10-12	6.8 0.7	9.6 6.8	11.7 2.9	11.5 7.5	13.2 67.9	12.1 5.3	10.8 7.6	10.6 1.2	12.3		
13-15	9.4 1.1	5.7 4.5	6.1 1.7	9.5 6.8	12.5 70.9	14.9 7.3	9.4 7.3	3.0 0.4	11.2		
16-20	15.6 1.2	2.0 1.0	11.2 2.0	9.3 4.2	22.1 79.0	16.0 4.9	15.0 7.4	4.7 0.4	17.7		
21-25	6.3 1.0	0.5 0.5	2.6 0.9	2.1 1.9	12.3 88.1	7.4 4.6	3.1 3.1	0.6 0.1	8.8		
26-30	1.2 0.5	0.0 0.0	1.7 1.5	0.3 0.6	4.9 90.3	3.4 5.4	0.7 1.8	0.0 0.0	3.5		
Over 30	1.1 2.6	0.0 0.3	0.0 0.0	0.2 2.7	0.8 86.0	0.0 0.0	0.4 5.6	1.1 2.7	0.6		
Total Personnel	3139 1.3	20,443 8.7	7224 3.1	18,740 8.0	148,445 63.4	12,705 5.4	20,392 8.7	3193 1.4	234,281		

NOTE: See Survey Form 3, question 73.

Table 393

DISTRIBUTION OF ENLISTED PERSONNEL ACCORDING TO THEIR
PREFERENCE FOR ALTERNATE PAYMENT SCHEDULES

Payment Schedules	Army	Navy	Marine Corps	Air Force	DoD Total
\$5800/Year for Life	54.5 34.3	59.7 27.3	56.3 9.2	61.1 29.2	57.9
\$6600/Year for 20 Years	9.5 39.2	9.2 27.2	9.3 9.8	7.6 23.8	8.9
\$9140/Year for 10 Years	6.3 36.3	5.6 23.5	7.5 11.3	6.6 28.9	6.3
\$14,810/Year for 5 Years	4.9 43.9	3.6 23.7	3.8 9.0	3.4 23.5	4.1
\$32,350/Year for 2 Years	3.0 41.7	2.3 23.3	2.8 10.0	2.4 25.0	2.6
\$56,150 at Retirement	21.8 39.1	19.6 25.6	20.3 9.5	18.9 25.8	20.2
Total Personnel	567,780 36.4	412,222 26.4	147,174 9.4	431,702 27.7	1,558,878

NOTE: See Survey Form 1, question 83.

Table 394

DISTRIBUTION OF OFFICERS ACCORDING TO THEIR PREFERENCE FOR
ALTERNATE PAYMENT SCHEDULES

Payment Schedules	Army	Navy	Marine Corps	Air Force	DoD Total
\$12,630/Year for Life	72.0 32.4	73.9 24.1	68.5 6.5	70.5 37.1	71.6
\$14,200/Year for 20 Years	9.5 33.1	8.9 22.6	8.7 6.3	9.3 38.0	9.2
\$19,670/Year for 10 Years	2.7 30.8	2.4 20.4	4.1 10.0	2.9 38.8	2.8
\$31,890/Year for 5 Years	1.2 21.5	1.9 24.7	1.8 6.8	2.2 47.0	1.8
\$69,650/Year for 2 Years	0.7 21.9	1.0 22.9	1.4 8.7	1.3 46.5	1.1
\$120,870 at Retirement	13.9 33.3	11.8 20.4	15.6 7.8	13.8 38.5	13.5
Total Personnel	79,005 32.2	57,196 23.3	16,567 6.8	92,401 37.7	245,170

NOTE: See Survey Form 3, question 74.

Table 395
 RETIREMENT PLAN PREFERENCE OF ENLISTED PERSONNEL^a
 (Plan A vs. Current Plan)

Year of Service	Army		Navy		Marine Corps		Air Force		DoD Total	
	Plan A	Current	Plan A	Current	Plan A	Current	Plan A	Current	Plan A	Current
1	1.3 23.1	1.5 27.5	3.4 39.0	1.7 25.9	7.4 32.4	8.6 43.3	0.5 5.5	0.2 3.3	2.3	1.8
2	14.5 38.1	11.7 41.1	14.2 24.3	8.3 25.1	24.2 15.7	13.4 13.2	13.8 21.9	6.1 20.5	15.2	9.2
3	25.3 52.5	15.2 45.4	15.2 20.5	8.2 21.3	20.5 10.5	18.3 15.3	13.2 16.5	6.3 18.0	19.2	10.8
4	14.2 31.0	11.4 28.4	26.8 38.0	16.7 35.9	18.9 10.2	13.6 9.5	15.9 20.9	10.9 26.1	18.3	12.9
5	7.2 38.2	4.8 27.6	7.7 26.4	6.3 31.6	6.6 8.6	5.8 9.4	8.4 26.7	5.6 31.3	7.5	5.5
6	6.1 34.5	5.0 25.4	5.9 21.4	4.5 19.9	5.3 7.4	5.1 7.3	10.8 36.7	9.7 47.3	7.1	6.3
7	7.3 51.8	5.8 40.3	4.7 21.7	4.4 26.7	3.7 6.5	4.1 8.1	4.7 20.0	3.7 25.0	5.6	4.6
8	5.6 42.1	5.4 34.4	4.5 21.8	5.0 27.5	3.3 7.1	3.7 6.6	6.6 30.1	5.2 31.5	5.3	5.1
9	3.4 44.5	3.8 31.2	3.2 27.1	4.6 32.6	2.4 7.7	3.2 7.4	2.6 20.7	3.6 28.8	3.1	3.9
10	2.2 36.1	2.5 26.4	3.2 33.6	3.6 32.2	1.6 6.5	2.8 8.2	2.4 23.7	3.3 33.1	2.4	3.1
11	2.0 33.8	2.4 25.1	1.8 20.1	3.4 31.0	1.3 5.3	2.4 7.2	3.9 40.8	3.6 36.7	2.3	3.1

Table 395 (Continued)

RETIREMENT PLAN PREFERENCE OF ENLISTED PERSONNEL (Continued)

(Plan A vs. Current Plan)

Year of Service	Army		Navy		Marine Corps		Air Force		DoD Total	
	Plan A	Current	Plan A	Current	Plan A	Current	Plan A	Current	Plan A	Current
12	2.2 45.7	3.1 30.8	1.9 25.5	3.0 25.3	0.9 4.7	2.4 6.6	1.9 24.1	3.9 37.3	1.9 37.3	3.3 37.3
13	1.5 45.6	2.8 32.4	0.7 14.1	2.5 24.7	0.8 5.8	1.9 6.2	1.9 34.5	3.3 36.7	1.3 34.5	2.8 36.7
14	1.0 37.9	2.3 28.7	1.2 30.6	2.6 27.9	0.2 1.6	1.0 3.3	1.3 29.9	3.3 40.1	1.0 29.9	2.6 40.1
15	0.6 37.1	1.9 27.8	0.7 26.8	2.6 32.4	0.1 1.9	0.6 2.3	0.9 34.2	2.7 37.5	0.7 34.2	2.2 37.5
16	0.8 40.8	2.1 28.9	0.5 17.8	2.2 25.7	0.3 4.2	1.2 4.4	1.1 37.2	3.1 40.9	0.7 37.2	2.4 40.9
17	0.6 34.5	2.2 27.3	0.7 27.7	2.7 28.9	0.3 4.6	1.9 6.6	0.9 33.1	3.1 37.2	0.6 33.1	2.6 37.2
18	1.0 38.5	2.9 27.5	0.8 19.9	4.1 33.3	0.5 4.6	2.3 6.1	1.6 36.9	3.6 33.1	1.0 36.9	3.4 33.1
19	0.7 29.1	3.1 25.0	0.9 24.6	4.3 29.8	0.5 5.3	1.8 4.1	1.6 41.0	5.3 41.2	0.9 41.0	4.0 41.2
20	0.7 26.6	4.1 33.8	0.8 20.5	3.8 26.6	0.4 3.5	2.3 5.2	2.1 49.3	4.4 34.3	1.0 49.3	3.9 34.3
Over 20	2.1 36.2	6.2 29.4	1.6 17.9	5.8 23.7	1.0 4.3	3.6 4.8	4.0 41.6	9.2 42.0	2.3 41.6	6.7 42.0
Total Personnel	284,858 40.0	242,427 32.2	185,097 26.0	209,041 27.8	70,357 9.9	67,775 9.0	171,693 24.1	232,820 31.0	712,004 24.1	752,063 31.0

NOTE: See Survey Form 1, question 85.

^aRow percentages are calculated separately for each column category.

Table 396

RETIREMENT PLAN PREFERENCE OF OFFICERS^a
(Plan A vs. Current Plan)

Year of Service	Army		Navy		Marine Corps		Air Force		DoD Total	
	Plan A	Current	Plan A	Current	Plan A	Current	Plan A	Current	Plan A	Current
1	1.7 25.6	1.0 22.5	6.1 57.8	3.0 56.8	6.1 15.9	2.8 15.0	0.0 0.6	0.2 5.7	2.4 10.4	1.3 5.5
2	12.3 42.9	6.8 35.7	9.5 20.7	4.8 20.5	9.4 5.9	7.8 9.7	9.2 30.5	4.7 34.1	10.4 34.1	5.5 34.1
3	9.0 38.1	5.1 29.6	9.1 24.3	4.5 21.2	11.9 8.8	6.1 8.3	7.1 28.7	5.2 40.9	8.5 40.9	5.1 40.9
4	7.8 38.8	4.9 31.7	6.1 19.0	4.8 26.2	11.6 10.0	7.2 11.2	6.7 32.2	3.4 31.0	7.3 31.0	4.4 31.0
5	6.3 27.4	4.8 27.5	8.2 22.3	4.3 20.0	6.6 5.0	3.9 5.2	10.9 45.2	6.0 47.2	8.3 47.2	5.1 47.2
6	6.2 35.7	4.2 29.5	6.2 22.5	4.2 24.1	5.8 5.8	4.2 6.8	6.5 36.0	4.2 39.6	6.3 39.6	4.2 39.6
7	8.0 45.1	5.5 35.9	5.6 19.9	4.1 21.6	3.4 3.3	4.6 6.9	5.9 31.7	4.0 35.6	6.4 35.6	4.5 35.6
8	4.7 30.6	4.4 31.9	5.0 20.9	4.1 24.4	3.8 4.3	4.4 7.3	7.0 44.2	3.7 36.4	5.5 36.4	4.1 36.4
9	5.6 35.7	2.7 19.6	4.6 18.3	4.0 23.5	5.2 5.8	4.8 8.1	6.6 40.3	4.9 48.8	5.7 48.8	4.0 48.8
10	4.8 38.6	4.8 27.4	4.9 24.7	4.8 22.4	3.8 5.4	4.7 6.3	4.1 31.3	5.6 43.9	4.5 43.9	5.1 43.9
11	4.2 39.9	3.2 22.3	3.3 19.4	4.9 27.7	3.1 5.1	5.0 8.0	3.9 35.5	4.4 42.0	3.8 42.0	4.2 42.0

AD-A114 806

RAND CORP SANTA MONICA CA

F/8 15/5

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMY--ETC(U)

MAR 62 Z D DOERING, W P HUTZLER

MDA903-80-C-0682

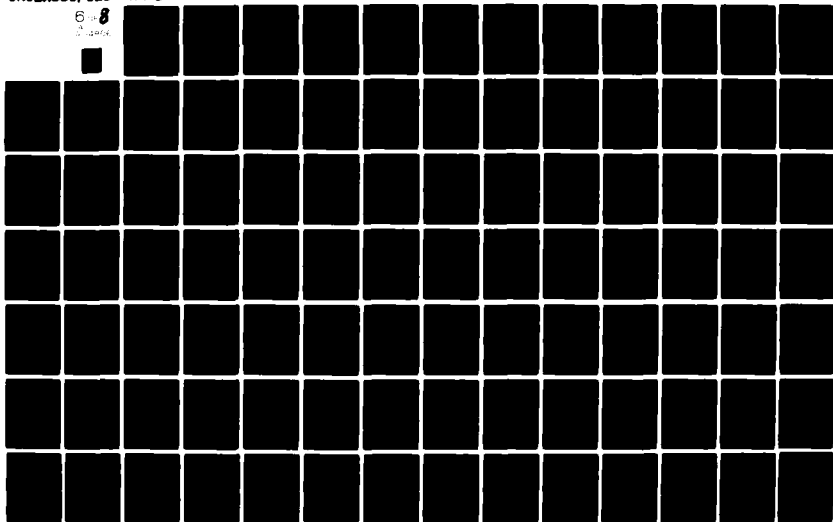
UNCLASSIFIED

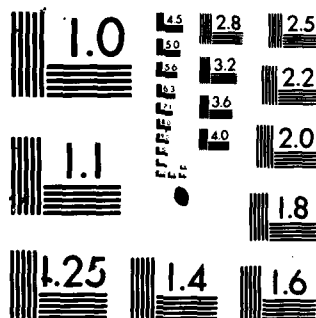
RAND-R-2851-MRAL

NL

6-8

1-10-64





MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

Table 396 (Continued)
 RETIREMENT PLAN PREFERENCE OF OFFICERS (Continued)
 (Plan A vs. Current Plan)

Year of Service	Army		Navy		Marine Corps		Air Force		DoD Total	
	Plan A	Current	Plan A	Current	Plan A	Current	Plan A	Current	Plan A	Current
12	3.1 33.6	2.6 22.3	3.3 22.3	3.4 23.7	2.6 5.0	3.9 7.7	3.8 39.1	4.0 46.3	3.4 3.5	3.5
13	4.0 40.6	4.8 31.8	2.9 18.5	3.8 20.3	2.2 3.9	4.1 6.3	3.8 37.0	4.6 41.6	3.5 3.5	4.4
14	2.3 41.8	5.5 36.9	2.6 29.9	4.5 24.7	2.2 7.2	3.0 4.7	1.2 21.0	3.6 33.7	2.0 2.0	4.3
15	2.6 48.4	4.6 31.4	2.0 23.7	3.8 21.3	1.5 4.8	3.0 4.8	1.3 23.7	4.5 42.5	2.0 2.0	4.3
16	2.4 41.9	5.6 37.1	1.8 19.9	3.1 16.6	0.8 2.4	2.9 4.4	2.2 36.0	4.6 41.9	2.1 2.1	4.4
17	1.8 30.4	4.6 31.3	1.5 16.4	3.1 17.2	0.8 2.4	3.2 5.0	3.1 50.7	5.0 46.5	2.1 2.1	4.3
18	1.7 36.5	4.3 29.0	1.6 21.9	4.7 25.5	3.0 11.5	3.7 5.7	1.4 30.1	4.4 39.8	1.7 1.7	4.4
19	1.7 38.4	5.0 33.8	1.6 21.8	4.0 22.1	1.9 7.5	3.6 5.8	1.5 32.2	4.1 38.3	1.6 1.6	4.3
20	1.7 30.3	3.8 23.7	2.0 22.3	5.0 25.3	1.4 4.4	3.3 4.8	2.6 42.9	5.4 46.1	2.1 2.1	4.7
Over 20	8.4 28.8	12.0 25.1	12.2 26.4	17.3 29.5	12.5 7.5	14.0 6.8	11.3 37.3	13.5 38.5	10.5 10.5	14.0
Total Personnel	30,584 36.3	43,127 29.3	19,202 22.8	35,165 23.9	5323 6.3	10,049 6.8	29,246 34.7	58,939 40.0	84,356 84,356	147,280

NOTE: See Survey Form 3, question 76.

^aRow percentages are calculated separately for each column category.

Table 397
 RETIREMENT PLAN PREFERENCE OF ENLISTED PERSONNEL^a
 (Plan B vs. Current Plan)

Year of Service	Army		Navy		Marine Corps		Air Force		DoD Total	
	Plan B	Current	Plan B	Current	Plan B	Current	Plan B	Current	Plan B	Current
1	2.8 28.5	1.0 20.8	5.4 35.4	2.3 38.9	12.3 34.4	7.2 37.7	0.4 1.7	0.1 2.6	4.2	1.6
2	22.1 45.5	9.7 35.9	18.8 25.3	7.6 22.2	23.4 13.4	14.6 13.5	17.6 15.9	8.2 28.5	20.5	9.1
3	24.8 45.0	14.9 43.6	21.1 25.0	9.5 21.8	29.2 14.7	16.2 11.7	19.2 15.3	8.4 22.9	23.3	11.5
4	15.7 33.7	9.1 27.2	25.7 36.2	16.2 38.1	18.9 11.3	12.7 9.4	20.0 18.8	9.1 25.3	19.6	11.3
5	8.0 45.3	7.9 37.1	6.8 25.4	6.6 24.5	4.7 7.5	7.0 8.1	8.7 21.8	6.9 30.3	7.4	7.2
6	6.0 36.7	7.0 34.8	6.8 27.3	5.2 20.5	3.8 6.5	5.8 7.2	11.0 29.5	8.1 37.5	6.9	6.8
7	6.8 52.1	6.5 38.8	5.0 25.1	5.8 27.3	2.2 4.7	5.0 7.5	5.4 18.1	4.7 26.5	5.5	5.6
8	3.9 43.0	6.2 38.5	3.3 23.7	5.1 24.9	1.7 5.1	4.4 6.8	5.8 28.1	5.1 29.8	3.8	5.4
9	3.1 50.7	4.2 35.6	2.4 25.9	3.7 24.5	1.2 5.3	3.9 8.1	2.6 18.1	4.0 31.8	2.6	4.0
10	1.5 43.5	3.1 31.5	1.1 20.3	3.7 29.8	0.8 6.7	2.8 7.1	2.3 29.5	3.3 31.6	1.4	3.3
11	1.4 52.1	2.5 24.9	0.8 20.0	3.7 28.8	0.5 5.3	2.7 6.7	1.3 22.6	4.3 39.7	1.1	3.4

Table 397 (Continued)

RETIREMENT PLAN PREFERENCE OF ENLISTED PERSONNEL (Continued)

(Plan B vs. Current Plan)

Year of Service	Army		Navy		Marine Corps		Air Force		DoD Total	
	Plan B	Current	Plan B	Current	Plan B	Current	Plan B	Current	Plan B	Current
12	0.9	3.2	0.7	2.8	0.3	2.4	1.2	3.6	0.8	3.1
	46.2	33.7	23.1	23.4	4.2	6.5	26.4	36.5		
13	0.6	2.7	0.4	2.2	0.1	1.7	0.7	0.1	0.5	2.6
	50.2	34.8	20.9	22.3	3.2	5.5	25.7	37.5		
14	0.4	2.5	0.4	3.1	0.1	1.2	0.5	2.7	0.4	2.6
	41.1	32.4	30.1	30.9	4.0	3.8	24.8	32.8		
15	0.2	1.6	0.2	2.4	0.0	0.6	0.5	2.7	0.2	2.1
	41.0	26.2	18.3	30.4	2.2	2.5	38.6	41.0		
16	0.3	1.7	0.1	2.2	0.0	1.3	0.3	2.7	0.2	2.1
	56.8	27.0	16.2	27.5	1.5	5.2	25.4	40.3		
17	0.2	1.7	0.1	2.4	0.0	1.5	0.2	2.5	0.1	2.1
	51.0	27.4	14.2	29.3	3.6	6.0	31.2	37.3		
18	0.4	2.6	0.3	3.3	0.1	2.0	0.3	3.9	0.3	3.1
	53.1	27.4	27.0	28.3	4.2	5.4	15.7	38.8		
19	0.3	3.1	0.2	4.1	0.1	1.9	0.7	4.5	0.3	3.7
	40.4	28.4	17.9	29.5	3.3	4.2	38.4	37.9		
20	0.2	0.0	0.2	3.1	0.1	1.3	0.0	3.4	0.1	3.0
	53.6	7	39.2	27.4	7.2	3.6	0.0	35.3		
Over 20	0.4	5.9	0.3	5.2	0.3	3.8	1.4	8.8	0.6	6.5
	30.6	30.9	16.0	21.2	6.6	5.0	46.7	42.9		
Total Personnel	197,057	362,885	129,234	286,052	54,903	90,081	86,634	339,623	467,828	1,078,641
	42.1	33.6	27.6	26.5	11.7	8.4	18.5	31.5		

NOTE: See Survey Form 2, question 16.

^aRow percentages are calculated separately for each column category.

Table 398

RETIREMENT PLAN PREFERENCE OF OFFICERS^a
(Plan B vs. Current Plan)

Year of Service	Army		Navy		Marine Corps		Air Force		DoD Total	
	Plan B	Current	Plan B	Current	Plan B	Current	Plan B	Current	Plan B	Current
1	3.3	0.9	9.7	3.2	10.4	1.9	0.0	0.0	4.1	1.1
	29.4	23.7	55.5	64.8	15.1	11.5	0.0	0.0		
2	15.8	4.2	14.3	4.7	17.1	5.4	12.1	3.3	14.3	14.1
	39.9	32.8	23.3	26.7	7.0	9.3	29.8	31.2		
3	13.5	5.9	8.3	5.4	19.0	7.7	14.0	4.8	12.8	5.5
	37.9	33.9	15.1	23.0	8.7	9.7	38.3	33.4		
4	10.9	4.8	10.7	4.3	11.5	6.2	9.8	3.9	10.5	4.4
	37.3	34.0	23.6	22.4	6.4	9.7	32.7	33.9		
5	7.2	5.5	8.6	5.2	6.4	5.3	9.6	4.7	8.3	5.1
	31.0	33.8	24.0	23.8	4.5	7.2	40.5	35.2		
6	6.1	4.2	12.1	4.8	3.3	4.5	9.0	3.9	8.3	4.2
	26.2	31.3	33.6	26.1	2.3	7.3	37.9	35.3		
7	10.7	5.5	7.6	3.7	7.3	5.4	8.8	4.9	9.1	4.8
	42.2	35.7	19.3	17.7	4.7	7.8	33.8	38.8		
8	7.4	5.3	6.4	3.0	4.5	4.6	5.0	5.5	6.1	4.8
	43.2	34.8	24.1	14.7	4.3	6.7	28.4	43.9		
9	5.7	4.2	4.3	4.5	4.6	4.8	6.2	4.7	5.5	4.5
	37.1	29.6	18.1	23.3	4.9	7.4	39.8	39.7		
10	3.8	5.5	3.1	4.0	2.0	5.4	5.6	5.4	4.2	5.1
	32.8	33.8	17.2	18.3	2.8	7.4	47.2	40.6		
11	2.0	4.0	3.7	5.5	3.9	4.9	4.4	4.8	3.3	4.7
	21.2	26.6	25.6	27.1	6.8	7.3	46.4	39.0		

Table 398 (Continued)
 RETIREMENT PLAN PREFERENCE OF OFFICERS (Continued)
 (Plan B vs. Current Plan)

Year of Service	Army		Navy		Marine Corps		Air Force		DoD Total	
	Plan B	Current	Plan B	Current	Plan B	Current	Plan B	Current	Plan B	Current
12	3.4 35.7	3.4 26.9	2.1 14.3	4.3 25.3	1.0 1.7	4.1 7.1	4.8 48.3	4.3 40.7	3.5	4.0
13	2.4 43.5	5.2 37.7	1.5 17.6	4.0 21.3	2.2 6.3	3.3 5.3	1.9 32.6	4.1 35.6	2.0	4.3
14	2.5 45.3	5.7 42.2	1.2 13.6	3.3 18.0	1.6 4.6	3.4 5.6	2.1 36.5	3.8 34.2	2.0	4.3
15	1.6 50.3	3.4 31.1	0.7 14.1	3.4 22.7	0.2 1.0	2.1 4.2	1.1 34.6	3.8 42.0	1.1	3.4
16	0.8 33.0	3.5 30.4	0.4 11.8	3.6 23.2	0.2 1.4	2.4 4.6	1.3 53.8	4.0 41.7	0.8	3.6
17	1.3 38.3	4.4 29.5	0.2 4.6	3.4 17.2	0.4 1.9	2.8 4.1	1.9 55.2	6.0 49.3	1.2	4.7
18	0.0 0.0	4.3 33.4	0.8 43.6	3.9 22.5	0.9 13.4	3.6 6.2	0.5 43.0	4.0 37.8	0.4	4.0
19	0.4 29.3	3.8 29.8	0.4 16.8	5.1 29.3	0.2 2.2	3.8 6.5	0.8 51.7	3.7 34.4	0.5	4.1
20	0.4 35.2	4.3 28.1	0.6 30.6	4.4 20.9	1.2 15.8	3.9 5.6	0.2 18.4	5.8 45.4	0.4	4.9
Over 20	0.9 19.5	12.2 27.0	3.2 47.4	16.4 26.9	2.3 8.7	14.5 7.1	1.1 24.4	14.6 39.1	1.6	14.2
Total Personnel	15,961 35.9	62,526 31.6	10,281 23.1	46,148 23.3	2610 5.9	13,782 7.0	15,587 35.1	75,617 38.2	44,439	198,073

NOTE: See Survey Form 4, question 17.

^aRow percentages are calculated separately for each column category.

XIII. THE VIEWS OF MILITARY PERSONNEL ON PARTICIPATION
IN THE RESERVES AFTER LEAVING ACTIVE DUTY

Personnel separating from the active forces have historically constituted a major source of trained manpower for the Selected Reserves. This section describes the current views of military personnel on participation in the reserves after leaving active duty.

Table 399 deals with the plans of enlisted personnel to join a National Guard or Reserve unit once they have left the military.¹ Overall, about one-fifth indicated the intention to join ("definitely yes" or "probably yes"), about half showed no such intention ("probably no" or "definitely no"), and the remainder were uncertain. Differences showed up among Services: Army personnel were almost twice as likely as Air Force personnel to respond positively; Marine Corps and Navy personnel showed intermediate interest. Furthermore, the percent who were unsure ran to about 31 percent in the Army and about 25 percent in the other Services. Officer responses (Table 400) showed a similar pattern but differed in magnitude. While not quite one-fourth of the officers responded positively, almost three-fourths answered negatively. The percentage of officers who were uncertain about future Reserve participation was lower than that of enlisted personnel. Again, Army officers were the most positive, and Air Force officers the most negative. Differences among Services, however, were smaller than differences observed for enlisted personnel.

Tables 401-405 display responses to the question of future participation, tabulated according to the time the individual has left in his current term. The tables suggest that plans to participate are not necessarily related to the time remaining before the individual either reenlists or separates. For example, 23 percent of all enlisted personnel with less than three months of obligated service remaining gave positive responses, compared to 24 percent of those with three years or more. To some extent, individuals with longer periods of obligated

¹The question was part of the series about future plans described in Section X.

service remaining were more likely to give an uncertain response. Among officers, as shown in Tables 406-410, those with no service obligation were less interested in the Reserves than those with remaining obligations.

Interest in Reserve participation is, however, related to the current tenure of enlisted personnel. As seen in Table 411, the percentage who gave a positive response was between 24 and 28 percent among those with ten years or less service and decreases steadily in subsequent year-of-service groups. Among officers (Table 412), interest reached its height among those with between one and five years of service (slightly over 45 percent) and decreased sharply after that point. These data indicate that personnel who would bring the most experience to the Reserves are the least interested in participation.

Table 413 for enlisted personnel and Table 414 for officers address ways of increasing participation in the Individual Ready Reserve (IRR). The survey described the following hypothetical program for prior-service personnel:

Suppose there were a new military program in which service personnel could participate after they leave the military. The program requires that you must keep the military informed of your address and you could be recalled to service in the event of a national emergency. However, you would not be required to attend drills or serve on active duty unless there were an emergency. If you were given a bonus of \$200 for each year you participated in this program, how many years would you be willing to stay in this program?

As can be seen, the responses of both enlisted personnel and officers suggested either no interest or a long-term interest in such a program. About 44 percent of all personnel indicated that they would not be interested; 37 percent of enlisted personnel and 48 percent of officers indicated a willingness to stay in such a program for six or more years. Among enlisted personnel, Service differences were minor. Army officers appear most interested and Air Force officers the least interested.

Table 399

PLANS OF ENLISTED PERSONNEL TO JOIN NATIONAL GUARD OR
RESERVES AFTER LEAVING ACTIVE DUTY

Intention	Army	Navy	Marine Corps	Air Force	DoD Total
Definitely Yes	8.4 48.0	6.3 26.0	7.4 10.9	3.6 15.0	6.5
Probably Yes	20.1 46.5	14.5 24.3	15.8 9.5	11.5 19.6	15.9
Probably No	15.3 29.2	20.7 28.6	19.2 9.6	23.2 32.6	19.3
Definitely No	24.9 29.4	33.2 28.3	30.4 9.3	37.9 33.0	31.2
Don't Know/Not Sure	31.3 42.2	25.2 24.6	27.3 9.6	23.8 23.6	27.3
Total Personnel	606,135 36.8	438,099 26.6	157,941 9.6	446,224 27.1	1,648,398

NOTE: See Survey Form 1, question 17.

Table 400

PLANS OF OFFICERS TO JOIN NATIONAL GUARD OR RESERVES
AFTER LEAVING ACTIVE DUTY

Intention	Army	Navy	Marine Corps	Air Force	DoD Total
Definitely Yes	8.7 48.2	6.3 24.9	7.3 8.5	2.9 18.4	5.9
Probably Yes	17.7 33.5	18.8 25.6	19.0 7.5	15.2 33.4	17.1
Probably No	33.6 29.5	36.7 23.2	38.2 7.0	39.3 40.2	36.8
Definitely No	33.6 29.5	36.7 23.2	38.2 7.0	39.3 40.2	36.8
Don't Know/Not Sure	16.0 34.6	13.7 21.2	13.4 6.0	15.2 38.2	15.0
Total Personnel	80,393 32.4	57,889 23.3	16,793 6.8	93,436 37.6	248,511

NOTE: See Survey Form 3, question 14.

Table 401

**ENLISTED PERSONNEL'S PLANS TO JOIN THE NATIONAL GUARD OR RESERVES
ACCORDING TO THEIR YEARS OF OBLIGATED SERVICE REMAINING**

Time Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
Less Than 3 Months	9.4 8.0	6.9 14.6	7.0 18.1	8.9 37.0	6.1 22.3	7.5
3 Months and Less Than 6	9.5 6.1	9.1 14.3	9.8 18.9	11.4 35.5	9.2 25.2	10.0
6 Months and Less Than 9	6.6 6.8	5.3 13.4	6.8 20.8	6.9 34.5	5.6 24.4	6.3
9 Months and Less Than 12	3.4 6.1	3.1 13.9	3.6 19.1	4.2 35.9	3.3 25.0	3.6
1 Year and Less Than 2	29.4 6.8	29.1 16.7	26.9 18.8	27.0 30.4	27.8 27.4	27.7
2 Years and Less Than 3	24.3 6.1	26.3 16.3	25.5 19.2	24.0 29.1	27.5 29.2	25.6
3 and Over	17.5 5.8	20.3 16.7	20.4 20.4	17.5 28.2	20.5 28.9	19.3
Total Personnel	105,355 6.4	259,785 15.9	315,788 19.3	509,337 31.1	446,551 27.3	1,636,816

NOTE: See Survey Form 1, question 17.

Table 402

ARMY ENLISTED PERSONNEL'S PLANS TO JOIN THE NATIONAL GUARD OR RESERVES
ACCORDING TO THEIR YEARS OF OBLIGATED SERVICE REMAINING

Time Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
Less Than 3 Months	9.5 8.8	8.1 17.9	9.7 16.2	11.7 31.7	7.4 25.4	9.1
3 Months and Less Than 6	8.2 6.7	9.0 17.6	12.2 18.1	11.5 27.6	9.9 30.1	10.3
6 Months and Less Than 9	5.7 10.1	3.9 16.4	5.0 16.1	5.1 26.5	4.7 30.9	4.8
9 Months and Less Than 12	4.1 7.8	3.5 16.1	4.8 16.9	5.1 28.9	4.2 30.3	4.4
1 Year and Less Than 2	26.4 8.0	30.5 22.1	23.8 13.1	26.9 24.0	29.2 32.9	27.8
2 Years and Less Than 3	27.0 9.3	25.3 20.9	23.8 14.9	22.2 22.6	25.2 32.4	24.4
3 and Over	19.2 8.4	19.7 20.7	20.7 16.5	17.5 22.6	19.5 31.8	19.2
Total Personnel	50,451 8.4	120,771 20.1	91,868 15.3	148,624 24.8	188,067 31.4	599,780

NOTE: See Survey Form 1, question 17.

Table 403

NAVY ENLISTED PERSONNEL'S PLANS TO JOIN THE NATIONAL GUARD OR RESERVES
ACCORDING TO THEIR YEARS OF OBLIGATED SERVICE REMAINING

Time Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
Less Than 3 Months	9.7 9.8	5.6 13.0	4.7 15.9	7.6 40.9	5.0 20.4	6.2
3 Months and Less Than 6	12.1 7.7	9.5 13.8	8.5 17.8	11.5 38.6	8.7 22.2	9.9
6 Months and Less Than 9	9.5 7.6	7.2 13.4	8.1 21.5	8.2 34.7	7.1 22.9	7.8
9 Months and Less Than 12	2.7 6.4	2.6 13.8	2.8 21.9	2.7 34.0	2.5 24.0	2.7
1 Year and Less Than 2	32.9 7.7	25.6 13.8	27.4 21.1	25.9 31.9	27.3 25.6	26.9
2 Years and Less Than 3	19.2 4.4	28.1 14.8	28.3 21.4	26.8 32.4	29.4 27.0	27.5
3 and Over	14.0 4.6	21.5 16.4	20.3 22.1	17.3 30.2	20.1 26.7	19.0
Total Personnel	27,398 6.3	63,095 14.5	90,629 20.8	144,863 33.2	110,182 25.3	436,167

NOTE: See Survey Form 1, question 17.

Table 404

MARINE CORPS ENLISTED PERSONNEL'S PLANS TO JOIN THE NATIONAL GUARD OR
RESERVES ACCORDING TO THEIR YEARS OF OBLIGATED SERVICE REMAINING

Time Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
Less Than 3 Months	9.1 7.7	9.3 16.9	9.4 20.7	9.2 32.3	7.2 22.5	8.7
3 Months and Less Than 6	9.8 6.4	9.6 13.5	10.6 18.2	13.7 37.0	10.2 24.9	11.2
6 Months and Less Than 9	5.9 6.9	5.8 14.5	7.0 21.3	6.9 33.3	5.5 24.1	6.3
9 Months and Less Than 12	4.7 9.2	4.5 18.8	3.1 16.0	4.3 34.7	2.9 21.3	3.7
1 Year and Less Than 2	26.2 6.8	24.7 13.7	30.9 20.9	29.7 31.8	28.0 26.9	28.4
2 Years and Less Than 3	23.6 7.3	26.3 17.3	21.2 17.0	23.4 29.7	25.2 28.7	23.9
3 and Over	20.8 8.6	20.0 17.8	17.9 19.4	12.8 21.9	20.9 32.2	17.7
Total Personnel	11,561 7.4	24,771 15.8	30,164 19.2	47,695 30.4	42,841 27.3	157,032

NOTE: See Survey Form 1, question 17.

Table 405

AIR FORCE ENLISTED PERSONNEL'S PLANS TO JOIN THE NATIONAL GUARD OR
RESERVES ACCORDING TO THEIR YEARS OF OBLIGATED SERVICE REMAINING

Time Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
Less Than 3 Months	8.6 4.9	4.6 8.4	6.1 22.6	7.6 46.1	4.7 17.9	6.3
3 Months and Less Than 6	8.9 3.5	8.4 10.4	8.5 21.4	10.7 43.6	8.2 21.1	9.3
6 Months and Less Than 9	5.2 2.8	5.9 10.1	7.0 24.5	7.5 42.6	5.6 20.0	6.7
9 Months and Less Than 12	1.7 1.8	2.4 8.2	3.3 22.1	4.5 49.9	2.6 18.2	3.5
1 Year and Less Than 2	35.1 4.5	31.9 13.2	28.2 23.5	27.3 36.9	25.8 21.9	28.0
2 Years and Less Than 3	25.1 3.5	26.6 11.8	26.0 23.1	23.3 33.9	30.4 27.7	26.1
3 and Over	15.5 2.7	20.2 11.5	20.9 23.9	19.1 35.6	22.6 26.4	20.3
Total Personnel	15,946 3.6	51,152 11.5	103,136 23.2	168,189 37.9	105,491 23.8	443,915

NOTE: See Survey Form 1, question 17.

Table 406

**OFFICERS' PLANS TO JOIN THE NATIONAL GUARD OR RESERVES ACCORDING TO
THEIR YEARS OF OBLIGATED SERVICE REMAINING**

Years Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
No Service Obligation	28.4 3.3	27.9 9.4	48.0 24.0	71.1 51.6	39.4 11.6	50.6
Less Than 1	22.2 11.2	16.7 24.6	10.9 23.7	8.3 26.2	11.1 14.3	11.6
1 and Less Than 2	21.3 8.4	22.3 25.6	15.1 25.7	8.8 21.8	18.4 18.4	14.9
2 and Less Than 3	15.9 7.7	18.7 26.6	12.9 27.0	6.3 19.2	15.8 19.5	12.1
3 and Less Than 4	6.2 6.6	7.6 23.4	6.8 31.2	2.1 14.0	9.2 24.9	5.5
4 and Less Than 5	3.5 7.8	4.2 27.5	2.6 25.0	1.4 19.4	3.5 20.3	2.6
5 and Over	2.5 5.3	2.7 17.3	3.8 35.4	2.0 27.5	2.6 14.5	2.7
Total Personnel	14,499 5.9	42,405 17.1	62,662 25.3	90,971 36.8	37,009 15.0	247,548

NOTE: See Survey Form 3, question 14.

Table 407

**ARMY OFFICERS' PLANS TO JOIN THE NATIONAL GUARD OR RESERVES ACCORDING
TO THEIR YEARS OF OBLIGATED SERVICE REMAINING**

Years Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
No Service Obligation	27.8 4.1	42.5 12.7	61.2 24.7	77.4 43.9	54.2 14.6	59.3
Less Than 1	29.3 23.4	17.5 28.4	8.5 18.8	5.1 15.9	9.2 13.6	10.9
1 and Less Than 2	19.5 13.9	19.6 28.4	9.9 19.4	6.6 18.0	15.4 20.2	12.2
2 and Less Than 3	14.9 12.4	15.0 25.5	11.6 26.6	5.8 18.8	10.9 16.6	10.4
3 and Less Than 4	5.0 11.2	3.6 16.7	4.4 27.6	2.1 18.0	6.4 26.6	3.9
4 and Less Than 5	1.9 14.1	0.0 0.0	1.3 26.2	0.9 26.4	2.5 33.3	1.2
5 and Over	1.7 6.8	1.9 15.9	3.0 34.1	2.0 32.2	1.5 11.0	2.1
Total Personnel	6967 8.7	14,196 17.7	19,191 24.0	26,915 33.6	12,806 16.0	80,074

NOTE: See Survey Form 3, question 14.

Table 408

NAVY OFFICERS' PLANS TO JOIN THE NATIONAL GUARD OR RESERVES ACCORDING
TO THEIR YEARS OF OBLIGATED SERVICE REMAINING

Years Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
No Service Obligation	36.0 4.6	23.3 9.0	44.9 22.6	74.7 55.8	29.1 8.1	49.0
Less Than 1	15.5 9.1	19.1 33.4	10.1 23.0	6.6 22.5	9.6 12.1	10.8
1 and Less Than 2	17.8 8.4	17.8 25.2	14.6 27.1	6.6 18.2	20.7 21.1	13.3
2 and Less Than 3	11.1 6.1	17.7 28.9	13.2 28.2	6.1 19.4	14.8 17.4	11.5
3 and Less Than 4	11.5 9.2	9.3 22.2	9.5 29.5	3.0 13.7	14.8 25.5	7.9
4 and Less Than 5	4.5 6.1	9.1 37.2	4.7 25.1	1.7 13.7	6.1 17.9	4.6
5 and Over	3.6 8.2	3.8 25.5	3.0 26.4	1.2 16.2	4.9 23.8	2.8
Total Personnel	3633 6.3	10,883 18.9	14,188 24.6	21,089 36.6	7827 13.6	57,620

NOTE: See Survey Form 3, question 14.

Table 409

MARINE CORPS OFFICERS' PLANS TO JOIN THE NATIONAL GUARD OR RESERVES
ACCORDING TO THEIR YEARS OF OBLIGATED SERVICE REMAINING

Years Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
No Service Obligation	22.1 2.9	22.5 [*] 7.6	56.3 22.0	84.8 57.3	43.6 10.2	56.5
Less Than 1	21.3 15.0	14.7 26.9	12.4 26.4	4.0 14.8	13.3 16.9	10.4
1 and Less Than 2	20.1 12.7	21.9 35.9	9.8 18.6	3.7 12.1	18.1 20.6	11.6
2 and Less Than 3	12.2 10.0	16.4 35.0	9.7 24.0	4.1 17.5	9.1 13.5	8.9
3 and Less Than 4	8.5 10.3	10.8 33.7	6.4 23.1	1.8 11.1	10.0 21.9	6.1
4 and Less Than 5	11.0 20.3	9.1 43.7	2.7 15.1	0.7 7.0	4.2 14.0	4.0
5 and Over	4.8 14.5	4.6 36.0	2.8 25.1	1.0 15.4	1.7 9.1	2.4
Total Personnel	1223 7.3	3179 19.1	3688 22.1	6377 38.2	2212 13.3	16,678

NOTE: See Survey Form 3, question 14.

Table 410

AIR FORCE OFFICERS' PLANS TO JOIN THE NATIONAL GUARD OR RESERVES
ACCORDING TO THEIR YEARS OF OBLIGATED SERVICE REMAINING

Years Remaining	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
No Service Obligation	22.7 1.5	18.0 6.4	38.5 24.6	61.9 56.5	31.1 11.0	43.0
Less Than 1	13.4 3.0	14.4 16.9	12.8 27.2	12.3 37.3	13.2 15.6	12.9
1 and Less Than 2	31.3 4.8	28.5 23.1	20.1 29.4	12.7 26.6	19.7 16.0	18.7
2 and Less Than 3	26.7 5.3	23.9 25.1	14.2 27.0	7.2 19.5	21.9 23.1	14.4
3 and Less Than 4	1.4 0.7	9.5 26.5	7.2 36.5	1.7 12.4	8.6 24.0	5.4
4 and Less Than 5	2.7 3.4	3.4 22.6	2.3 27.3	1.6 27.3	3.0 19.4	2.3
5 and Over	1.8 1.7	2.3 11.0	4.9 42.4	2.7 32.7	2.6 12.3	3.2
Total Personnel	2678 2.9	14,149 15.2	25,597 27.5	36,593 39.3	14,165 15.2	93,181

NOTE: See Survey Form 3, question 14.

Table 411

ENLISTED PERSONNEL'S PLANS TO JOIN NATIONAL GUARD OR RESERVES
AFTER LEAVING ACTIVE DUTY

Current Year of Service	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
1	1.6 5.0	2.6 19.4	1.9 17.6	1.4 20.8	2.9 37.3	2.1
2	13.6 7.1	16.2 20.7	11.8 18.5	8.4 21.3	14.8 32.4	12.4
3	19.0 7.9	18.1 18.5	15.2 18.9	12.6 25.3	16.9 29.4	15.6
4	17.4 7.0	16.8 16.6	17.7 21.2	14.8 28.8	15.7 26.5	16.1
5	7.5 7.4	7.4 17.9	5.9 17.5	4.9 23.5	8.1 33.7	6.5
6	8.6 8.3	7.2 17.3	6.5 18.8	5.8 27.3	6.9 28.3	6.6
7	6.3 8.1	6.5 20.3	5.1 19.4	3.8 23.3	5.4 29.0	5.0
8	6.1 7.7	6.7 20.9	5.2 19.6	3.8 23.1	5.4 28.7	5.1
9	3.0 5.7	4.2 19.1	3.8 21.1	2.7 24.7	3.7 29.4	3.4
10	3.1 7.4	2.8 16.7	2.7 19.2	2.6 30.0	2.6 26.8	2.7
11	3.2 7.8	2.0 12.1	3.1 22.7	2.5 29.3	2.7 28.1	2.6
12	2.0 5.1	2.4 15.2	2.9 23.2	2.2 28.3	2.5 28.1	2.5
13	1.4 4.4	1.7 13.3	2.5 23.6	2.3 35.8	1.7 23.0	2.0
14	1.3 4.9	1.2 10.8	1.9 20.5	2.1 38.2	1.7 25.7	1.8
15	0.7 3.5	0.6 6.3	1.4 19.4	2.0 45.7	1.3 25.2	1.4
16	0.5 2.0	0.7 7.3	1.5 20.2	2.1 44.9	1.4 25.6	1.5
17	1.0 4.2	0.8 7.9	1.6 19.6	2.7 52.6	0.9 15.8	1.6

Table 411 (Continued)

ENLISTED PERSONNEL'S PLANS TO JOIN NATIONAL GUARD OR RESERVES
AFTER LEAVING ACTIVE DUTY (Continued)

Current Year of Service	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
18	1.0 2.9	0.8 5.7	2.2 19.6	4.0 58.6	1.1 13.2	2.2
19	0.7 1.9	0.7 4.8	2.2 17.5	4.7 61.0	1.3 14.7	2.4
20	1.1 3.0	0.3 2.1	1.6 13.4	5.0 66.2	1.3 15.3	2.4
Over 20	1.0 1.5	0.5 1.9	3.5 15.6	9.8 70.3	1.7 10.7	4.4
Total Personnel	104,187 6.4	256,533 15.8	312,978 19.3	506,892 31.3	439,249 27.1	1,619,838

NOTE: See Survey Form 1, question 17.

Table 412

OFFICERS' PLANS TO JOIN NATIONAL GUARD OR RESERVES
AFTER LEAVING ACTIVE DUTY

Current Year of Service	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
1	3.7 12.7	3.2 32.0	1.7 24.3	0.5 11.3	2.2 19.7	1.7
2	19.7 15.0	14.6 32.7	6.4 21.3	2.4 11.4	10.0 19.7	7.6
3	14.6 13.0	11.7 30.3	6.3 24.0	2.3 12.8	8.8 20.0	6.6
4	12.5 13.2	10.6 32.7	4.3 19.8	1.9 13.0	7.8 21.3	5.5
5	9.2 8.4	12.8 34.1	7.0 27.6	1.7 9.7	8.7 20.3	6.4
6	6.6 7.5	7.5 25.2	6.4 31.7	1.8 12.8	7.8 22.8	5.1
7	6.8 7.5	9.8 31.8	6.1 29.4	1.6 11.0	7.1 20.3	5.3
8	5.5 7.0	6.9 25.7	5.2 28.6	1.9 15.3	7.2 23.6	4.6
9	6.8 8.7	4.5 16.8	6.4 35.3	2.3 18.5	6.3 20.7	4.6
10	3.4 4.2	4.2 15.4	7.2 38.7	3.0 23.4	5.8 18.4	4.7
11	4.1 5.9	3.0 12.7	5.6 35.5	3.2 29.4	4.4 16.6	4.0
12	2.6 4.5	2.8 14.1	4.8 35.6	2.6 28.6	3.9 17.3	3.4
13	1.8 2.5	2.0 8.3	5.5 34.5	4.3 39.3	4.2 15.6	4.0
14	1.1 1.8	2.2 10.8	4.2 31.3	4.0 43.8	2.8 12.4	3.4
15	0.3 0.4	1.5 7.4	4.0 29.3	4.6 49.5	3.0 13.3	3.4
16	1.1 1.8	0.7 3.4	3.0 21.5	6.1 64.2	2.1 9.1	3.5
17	0.1 0.2	0.4 2.1	3.7 27.1	5.8 61.4	2.1 9.2	3.5

Table 412 (Continued)

OFFICERS' PLANS TO JOIN NATIONAL GUARD OR RESERVES
AFTER LEAVING ACTIVE DUTY (Continued)

Current Year of Service	Definitely Yes	Probably Yes	Probably No	Definitely No	Don't Know/ Not Sure	Total
18	0.3	0.6	2.6	6.1	1.6	3.3
	0.5	3.3	20.1	69.0	7.1	
19	0.0	0.5	1.9	6.9	1.3	3.3
	0.0	2.4	14.4	77.3	5.9	
20	0.0	0.2	2.2	8.2	0.6	3.7
	0.1	1.0	14.9	81.6	2.4	
Over 20	0.2	0.3	5.6	28.8	2.1	12.4
	0.1	0.5	11.4	85.4	2.6	
Total	14,397	42,116	62,376	90,944	37,023	246,856
Personnel	5.8	17.1	25.3	36.8	15.0	

NOTE: See Survey Form 3, question 14.

Table 413

DISTRIBUTION OF ENLISTED PERSONNEL PARTICIPATION IN IRR PROGRAM
PAYING \$200 PER YEAR AFTER LEAVING ACTIVE DUTY

Number of Years	Army	Navy	Marine Corps	Air Force	DoD Total
None	41.5	47.6	44.9	46.3	44.8
	34.1	28.2	9.7	28.0	
One Year	3.5	2.8	2.3	2.4	2.9
	44.5	25.3	7.6	22.6	
Two Years	5.2	6.1	7.8	6.2	6.0
	31.9	27.3	12.6	18.3	
Three Years	7.2	2.5	4.4	1.4	4.1
	64.6	16.0	10.3	9.1	
Four Years	3.4	4.8	4.5	4.8	4.2
	29.1	30.3	10.1	30.4	
Five Years	1.3	1.5	1.1	1.9	1.5
	32.5	26.4	7.2	33.9	
Six Years or More	37.8	34.7	35.0	37.0	36.5
	38.1	25.2	9.2	27.5	
Total Personnel	600,503	433,975	157,206	442,902	1,634,586
	36.7	26.5	9.6	27.1	

NOTE: See Survey Form 1, question 18.

Table 414

DISTRIBUTION OF OFFICER PARTICIPATION IN IRR PROGRAM
PAYING \$200 PER YEAR AFTER LEAVING ACTIVE DUTY

Number of Years	Army	Navy	Marine Corps	Air Force	DoD Total
None	37.1	41.1	41.1	50.6	43.4
	27.7	22.0	6.4	43.9	
One Year	0.6	0.6	0.6	0.6	0.6
	31.5	24.0	6.7	37.8	
Two Years	1.7	1.8	2.2	1.0	1.5
	36.1	28.1	10.0	25.7	
Three Years	1.8	1.4	1.8	1.1	1.4
	40.3	23.0	8.4	28.2	
Four Years	1.2	1.7	1.1	2.1	1.6
	23.6	24.6	4.4	47.4	
Five Years	3.3	3.5	3.4	4.2	3.7
	29.1	22.1	6.2	42.6	
Six Years or More	54.4	49.8	49.8	40.5	47.8
	36.8	24.2	7.1	31.9	
Total Personnel	79,992	57,470	16,743	93,085	247,291
	32.3	23.2	6.8	37.6	

NOTE: See Survey Form 3, question 15.

XIV. RELATIONS AMONG RACIAL AND ETHNIC GROUPS
IN THE ARMED FORCES

The Armed Forces have been credited with integrating more effectively and experiencing less racial tension than other sectors of the U.S. population. The unprecedented increase in the number of minority group members who have joined the Armed Forces in recent years, however, raises the question of the effects of this increase on intergroup relations and, ultimately, on military performance.¹ As a contribution to the updating of public policy research on the role of the Armed Forces as an agent of social change and the implications of the increasing presence of members of minority groups in the Armed Forces,² the 1978-1979 DoD Survey of Officers and Enlisted Personnel collected data on military personnel's perceptions of the relative number of minority group members, intergroup homogeneity, equal opportunity, comparative treatment, and racial discrimination in the Armed Forces. This section presents some of these data.

Form 2 of the survey asked for the number of military personnel assigned to each respondent's primary work unit and the proportion of the primary work unit personnel who were members of minority groups. As expected, the larger the work unit, the greater the likelihood that it contained minority members. According to Table 415, about 25 percent of the work units with from one to 25 members contained no minority members. Tables 416-419 display these data by Service. The smallest percentage of such units was in the Army (18 percent), the largest in the Navy (31 percent). Over 11 percent of enlisted personnel reported being in units (of all sizes) in which more than half of the personnel were members of minority groups, including 5.3 percent in the Navy,

¹Tables 37-48 (pp. 57-68) in Section IV show minority group members to constitute a significant percentage of military personnel.

²The research conducted after World War II and the Korean conflict, and to a lesser extent after the Vietnam war, to assess the performance of minority, especially black, soldiers has been outdated by the increased number of minority members of the Armed Forces and by changes in national and military attitudes toward intergroup relations and social integration.

5.7 percent in the Air Force, 9.5 percent in the Marine Corps, and 20.4 percent in the Army. The data collected from officers, displayed in Tables 420-424, show similar patterns. Differences between enlisted personnel and officers resulted either from differences in definitions of the primary work unit or in the composition of work units in various occupational specialties.

Respondents who reported the presence of minority group members in their primary work units were asked the frequency with which people of their own race complained that people of other races or ethnic groups were being given better treatment in the Armed Forces; avoided interacting with people of other races or ethnic groups; spoke ill of or told racist jokes about people of other races or ethnic groups; spoke to each other about the problems of other races or ethnic groups in the Armed Forces. The results, tabulated by the respondents' race, are shown in Tables 425-429 for enlisted personnel and Tables 430-434 for officers. A comparison of Table 425, for all enlisted personnel, with Table 430, for all officers, shows more negative discussion about minority groups and greater avoidance of interaction with minority members among enlisted personnel than among officers. The Service-specific tables indicate that Army enlisted personnel and officers held these attitudes more frequently than members of the other Services.

These tables show that complaints, avoidance, and slurs are by no means restricted to a single ethnic or racial group. Each racial or ethnic group contains a nontrivial segment which admits to complaining that other groups are given preferential treatment or to avoiding interaction with members of other groups. Further analyses should examine these data at more disaggregated levels of unit size and composition, as well as by occupational specialty. If, for example, avoidance of interaction is characteristic of units that require extensive teamwork for effective performance, ameliorative action may be necessary.

Survey respondents were also asked to assess the importance that their Service leaders attached to equal opportunity and race relations training. Table 435 for enlisted personnel indicates general agreement among all racial groups in assigning levels of importance, with over 40 percent indicating that equal opportunity and race relations training

was very important to their leaders and 13 percent indicating that it was not. Hispanic enlisted personnel saw Service leaders as slightly more supportive of equal opportunity, and whites saw them as somewhat less so. Similar patterns are observed when the data are displayed by Service (Tables 436-439). Fewer officers (Table 440) than enlisted personnel (Table 435) perceived military leaders as viewing equal opportunity and race relations training as very important (34 percent as against 41 percent), but fewer also rated this subject as not important (9 percent as against 13 percent). The officer responses by Service and respondents' race are summarized in Tables 441-444.

The relationship between the perception of the importance of equal opportunity described in Tables 435-444 and the attitudes and behaviors described in Tables 425-434 should be explored so as to clarify the relationship between individual perceptions of what military leaders consider important and individual behavior and attitudes toward minority members.

The results of an attempt to measure perceptions of the comparative treatment of blacks and whites in the military is displayed in Tables 445-449 for enlisted personnel and Tables 450-454 for officers. Respondents were asked to evaluate the comparative treatment of blacks and whites on a five-point scale, the midpoint being "In my Service, blacks are treated exactly the same as whites." Throughout the Armed Forces, about half of the enlisted personnel and two-thirds of the officers agreed with the statement that treatment was equal. Among both populations, however, differences based on the respondents' race and Service emerged. Blacks were much less likely than other groups to think that blacks and whites were treated equally: among the Services, half of the black enlisted personnel indicated that they believed the treatment of blacks to be worse or a lot worse than the treatment of whites. Whites were most likely to perceive equitable treatment, with Hispanics taking an intermediate position. This pattern is even more marked among officers. Similar patterns appeared when respondents were asked to indicate which racial group had the best chances for promotion to a higher grade in their Service. See Tables 455-459 for enlisted personnel and 460-464 for officers.

The data do not disclose the factors that may affect the survey respondents' judgments about promotion opportunities. At one extreme, these data may reflect racial prejudice; at the other, they may reflect an assessment of the individual characteristics of minority groups, e.g., educational levels and occupational assignments, which in fact lead to differences in promotions.

Finally, survey respondents were asked to comment on the extent to which they personally experienced racial or ethnic discrimination at their present assignment in housing, civilian services (such as stores, bars, and banks), exchange services, training opportunities, promotion, and daily duty assignments. The results are displayed in Tables 465-469 for enlisted personnel and Tables 470-474 for officers.

Without consideration of racial or ethnic group, enlisted personnel reported much more personal experience with discrimination than did officers. Among both officers and enlisted personnel, blacks reported considerably higher levels of personal discrimination than did respondents of other racial or ethnic groups. Among the Services, Army enlisted personnel reported the highest levels of discrimination; among officers, Service differences were less sharp. In comparing the six areas of discrimination measured, the reader should note that two--civilian housing and local civilian services--are outside the direct influence of military policy; the remainder fall entirely within the military. A detailed examination of these data both by the geographical and occupational distribution of personnel might suggest ameliorative policies.

Table 415

RACIAL AND ETHNIC GROUP MEMBERS IN ENLISTED PERSONNEL'S PRIMARY
WORK UNIT, BY SIZE OF WORK UNIT

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	5.0	2.5	3.4	4.7	5.6	4.4
	55.0	9.6	8.6	24.3	2.6	
More Than Half	5.1	6.5	8.2	10.4	10.8	7.0
	34.4	15.8	13.2	33.6	3.2	
About Half	13.7	15.9	22.7	24.5	24.5	17.7
	36.6	15.1	14.3	31.2	2.8	
Some	16.5	30.9	35.4	36.0	35.4	25.8
	30.2	20.2	15.3	31.5	2.8	
A Few	35.2	36.2	25.2	17.9	15.1	29.9
	55.7	20.4	9.4	13.5	1.0	
None	24.5	8.0	5.1	6.6	8.6	15.2
	76.5	8.9	3.7	9.8	1.2	
Total Personnel	726,488	258,457	170,469	346,354	31,251	1,533,018
	47.4	16.9	11.1	22.6	2.0	

NOTE: See Survey Form 2, question 73.

Table 416

RACIAL AND ETHNIC GROUP MEMBERS IN ARMY ENLISTED PERSONNEL'S
PRIMARY WORK UNIT, BY SIZE OF WORK UNIT

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	8.9	5.6	5.8	6.6	6.2	7.2
	47.2	10.4	8.7	31.2	2.6	
More Than Half	10.4	13.1	16.5	14.9	16.9	13.2
	30.3	13.3	13.6	38.9	3.9	
About Half	22.5	23.0	31.1	29.1	26.1	25.9
	33.4	11.9	13.1	38.6	3.0	
Some	17.0	28.4	27.0	26.2	26.4	23.1
	28.4	16.4	12.7	38.9	3.5	
A Few	23.3	21.9	14.3	14.0	13.2	18.6
	48.1	15.7	8.3	25.8	2.1	
None	18.0	8.0	5.3	9.2	11.2	12.1
	57.3	8.9	4.8	26.3	2.8	
Total Personnel	214,753	74,546	60,650	191,643	16,839	558,430
	38.5	13.4	10.9	34.3	3.0	

NOTE: See Survey Form 2, question 73.

Table 417

RACIAL AND ETHNIC GROUP MEMBERS IN NAVY ENLISTED PERSONNEL'S
PRIMARY WORK UNIT, BY SIZE OF WORK UNIT

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	3.3	0.6	2.7	2.9	0.0	2.6
	72.6	4.5	8.7	14.1	0.0	
More Than Half	2.4	3.4	3.8	2.7	2.2	2.7
	50.5	24.7	11.6	12.7	0.7	
About Half	8.8	12.9	14.7	14.3	14.4	10.9
	47.2	23.5	11.4	16.8	1.1	
Some	14.4	28.7	36.8	50.2	62.0	24.1
	34.7	23.7	12.8	26.7	2.1	
A Few	40.7	43.4	37.1	27.4	18.1	39.0
	60.6	22.1	8.0	9.0	0.4	
None	30.5	11.1	4.9	2.6	3.3	20.7
	85.6	10.7	2.0	1.6	0.1	
Total Personnel	238,383	81,391	34,406	52,518	3347	410,045
	58.1	19.9	8.4	12.8	0.8	

NOTE: See Survey Form 2, question 73.

Table 418

**RACIAL AND ETHNIC GROUP MEMBERS IN MARINE CORPS ENLISTED PERSONNEL'S
PRIMARY WORK UNIT, BY SIZE OF WORK UNIT**

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	4.4	2.4	2.9	3.2	6.6	3.5
	48.3	14.4	14.2	20.3	2.9	
More Than Half	4.0	6.6	5.6	9.5	2.0	6.0
	25.2	23.1	15.8	35.4	0.5	
About Half	12.5	21.6	22.3	19.2	25.5	17.8
	26.9	25.6	21.4	24.0	2.1	
Some	17.8	29.0	36.9	37.1	39.0	28.0
	24.2	21.8	22.4	29.5	2.1	
A Few	35.0	32.1	24.6	20.9	16.8	29.2
	45.7	23.2	14.3	16.0	0.9	
None	26.4	8.4	7.8	10.1	10.1	15.6
	64.8	11.3	8.5	14.5	1.0	
Total Personnel	53,468	29,557	23,867	31,204	2079	140,174
	38.1	21.1	17.0	22.3	1.5	

NOTE: See Survey Form 2, question 73.

Table 419

**RACIAL AND ETHNIC GROUP MEMBERS IN AIR FORCE ENLISTED PERSONNEL'S
PRIMARY WORK UNIT, BY SIZE OF WORK UNIT**

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	3.4	1.4	1.2	1.5	6.4	2.5
	69.6	9.5	5.7	9.8	5.5	
More Than Half	3.0	3.2	2.7	4.0	4.7	3.2
	48.8	17.1	10.3	20.7	3.1	
About Half	10.7	9.5	18.4	22.0	25.0	13.6
	40.7	12.0	16.4	27.0	3.9	
Some	17.9	36.9	43.6	51.6	41.7	30.4
	30.4	20.9	17.4	28.4	2.9	
A Few	41.0	44.6	30.5	20.0	17.1	36.3
	58.5	21.1	10.2	9.2	1.0	
None	24.0	4.4	3.6	0.9	5.2	13.9
	89.5	5.5	3.1	1.1	0.8	
Total Personnel	220,003	72,978	51,547	71,008	8986	424,522
	51.8	17.2	12.1	16.7	2.1	

NOTE: See Survey Form 2, question 73.

Table 420

RACIAL AND ETHNIC GROUP MEMBERS IN OFFICERS' PRIMARY WORK UNIT,
BY SIZE OF WORK UNIT

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	2.3	1.3	1.7	0.6	0.7	1.7
	65.8	12.0	12.3	8.7	1.2	
More Than Half	2.9	3.0	5.0	4.9	4.5	3.7
	36.1	12.9	16.6	31.0	3.4	
About Half	8.7	13.9	11.3	17.7	28.8	12.5
	32.3	17.4	11.0	32.9	6.4	
Some	20.3	38.2	41.8	57.3	56.4	35.3
	26.6	16.8	14.5	37.7	4.4	
A Few	36.7	39.2	39.3	19.1	8.6	32.6
	52.1	18.7	14.8	13.6	0.7	
None	29.0	4.4	1.0	0.4	0.9	14.3
	93.5	4.8	0.9	0.7	0.2	
Total Personnel	110,947	37,433	29,378	55,849	6684	240,291
	46.2	15.6	12.2	23.2	2.8	

NOTE: See Survey Form 4, question 71.

Table 421

RACIAL AND ETHNIC GROUP MEMBERS IN ARMY OFFICERS' PRIMARY
WORK UNIT, BY SIZE OF WORK UNIT

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	3.5	1.8	3.7	1.0	1.6	2.7
	65.6	9.4	15.7	7.1	2.3	
More Than Half	5.4	5.8	12.3	14.3	7.7	8.1
	33.4	10.2	17.6	35.1	3.7	
About Half	13.7	24.8	21.9	36.7	38.7	21.8
	31.7	16.2	11.7	33.6	7.9	
Some	22.8	40.4	38.3	43.5	45.9	32.1
	35.8	17.8	13.8	27.0	6.9	
A Few	33.4	25.7	23.2	4.5	6.1	24.3
	69.4	15.0	11.0	3.7	1.0	
None	21.2	1.5	0.7	0.0	0.0	11.0
	97.3	2.0	0.8	0.0	0.0	
Total Personnel	39,011	10,964	8,961	15,369	3,010	77,315
	50.5	14.2	11.6	19.9	3.9	

NOTE: See Survey Form 4, question 71.

Table 422

RACIAL AND ETHNIC GROUP MEMBERS IN NAVY OFFICERS' PRIMARY
WORK UNIT, BY SIZE OF WORK UNIT

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	2.3	1.8	1.3	0.5	0.0	1.6
	64.5	19.5	7.9	8.2	0.0	
More Than Half	1.3	2.1	1.8	1.1	8.0	1.6
	38.7	25.0	11.2	17.4	7.7	
About Half	5.6	7.5	6.2	12.6	23.7	8.0
	32.1	16.9	7.6	39.1	4.4	
Some	18.9	35.9	49.4	63.1	62.1	36.6
	23.5	17.8	13.2	43.0	2.5	
A Few	35.4	47.7	39.7	21.4	2.9	34.1
	47.5	25.3	11.4	15.7	0.1	
None	36.4	5.0	1.6	1.3	3.3	18.1
	92.0	5.0	0.9	1.8	0.3	
Total Personnel	25,730	10,205	5510	14,071	842	56,358
	45.7	18.1	9.8	25.0	1.5	

NOTE: See Survey Form 4, question 71.

Table 423

RACIAL AND ETHNIC GROUP MEMBERS IN MARINE CORPS OFFICERS'
PRIMARY WORK UNIT, BY SIZE OF WORK UNIT

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	0.9	0.9	1.0	1.4	0.0	1.1
	34.2	11.0	11.0	43.8	0.0	
More Than Half	2.0	4.2	4.9	1.9	0.8	2.5
	31.8	20.9	21.9	24.3	1.2	
About Half	10.4	17.4	24.5	15.5	33.8	15.4
	26.6	14.4	17.9	33.4	7.7	
Some	21.0	41.9	46.1	62.6	64.6	41.8
	19.8	12.7	12.4	49.7	5.4	
A Few	39.5	32.1	23.5	18.2	0.8	28.3
	54.9	14.4	9.3	21.3	0.1	
None	26.2	3.5	0.0	0.4	0.0	10.9
	94.6	4.1	0.0	1.3	0.0	
Total Personnel	6425	2070	1836	5406	572	16,308
	39.4	12.7	11.3	33.2	3.5	

NOTE: See Survey Form 4, question 71.

Table 424

RACIAL AND ETHNIC GROUP MEMBERS IN AIR FORCE OFFICERS'
PRIMARY WORK UNIT, BY SIZE OF WORK UNIT

Relative Number of Minorities	Number of People in Work Unit					Total
	1-25	26-50	51-100	101-500	Over 500	
Most	1.4	0.6	0.5	0.2	0.0	0.8
	75.0	10.6	8.6	5.9	0.0	
More Than Half	1.5	1.3	1.3	1.3	0.0	1.4
	49.2	14.9	13.6	22.4	0.0	
About Half	5.6	9.6	4.2	7.7	16.4	6.8
	36.5	22.3	9.0	26.3	6.0	
Some	18.8	37.6	40.4	62.1	66.1	36.1
	22.9	16.4	16.2	40.0	4.6	
A Few	40.4	44.5	52.5	28.5	16.1	39.4
	45.1	17.8	19.3	16.8	1.0	
None	32.3	6.4	1.1	0.2	1.4	15.4
	92.0	6.5	1.0	0.2	0.2	
Total Personnel	39,782	14,194	13,071	21,002	2261	90,311
	44.1	15.7	14.5	23.3	2.5	

NOTE: See Survey Form 4, question 21.

Table 425

RACIAL HOMOGENEITY IN ENLISTED PERSONNEL'S PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Black	17.2	16.7	24.2	24.0	17.9	279,618
Hispanic	8.1	11.0	25.3	26.5	29.2	63,711
White	7.1	10.4	24.1	29.4	29.1	1,047,541
Other	13.0	10.9	25.7	21.9	28.5	86,138
Avoid Dealing With Other Races						
Black	5.5	10.3	21.0	31.7	31.6	276,795
Hispanic	3.0	4.1	21.6	28.8	42.6	62,504
White	3.9	8.1	16.8	31.9	39.3	1,042,656
Other	6.8	5.6	16.9	26.7	44.0	85,978
Speak Ill/Tell Racial Jokes						
Black	7.5	9.8	23.1	34.6	25.0	277,017
Hispanic	7.0	14.0	21.7	31.7	25.6	62,935
White	7.4	11.4	28.9	34.4	17.9	1,043,749
Other	11.6	9.0	24.1	30.7	24.6	86,356
Talk About Problems of Other Races						
Black	11.2	15.4	30.9	23.4	19.2	278,187
Hispanic	6.7	15.2	35.9	24.9	17.4	62,532
White	5.1	12.5	34.1	28.6	19.6	1,042,687
Other	9.4	11.7	32.0	25.8	21.1	86,331

NOTE: See Survey Form 2, question 74.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 426

RACIAL HOMOGENEITY IN ARMY ENLISTED PERSONNEL'S PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Black	20.8	20.0	25.9	20.1	13.2	165,044
Hispanic	12.0	9.8	29.6	23.3	25.3	34,038
White	9.0	13.0	27.8	28.0	22.2	323,819
Other	21.1	15.9	22.4	20.5	20.1	23,867
Avoid Dealing With Other Races						
Black	5.9	11.2	23.0	32.3	27.5	162,471
Hispanic	4.2	4.0	25.4	26.8	39.7	32,808
White	5.9	11.0	21.2	31.5	30.4	322,111
Other	11.3	13.1	18.8	25.0	31.8	23,982
Speak Ill/Tell Racial Jokes						
Black	8.4	11.3	25.4	32.2	20.8	162,329
Hispanic	7.1	18.5	18.3	30.4	25.7	33,038
White	8.4	14.0	27.4	33.3	16.9	322,865
Other	20.0	14.8	22.7	26.9	15.6	24,491
Talk About Problems of Other Races						
Black	11.9	16.9	29.0	23.0	19.2	163,343
Hispanic	8.7	16.4	41.0	21.8	12.0	32,746
White	7.9	16.6	32.6	26.7	16.3	322,217
Other	14.9	12.3	32.4	22.0	18.3	24,447

NOTE: See Survey Form 2, question 74.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 427

RACIAL HOMOGENEITY IN NAVY ENLISTED PERSONNEL'S PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Black	14.5	15.1	25.2	24.2	21.0	33,187
Hispanic	0.0	17.6	15.4	38.9	28.1	7688
White	6.1	10.3	22.0	29.0	32.6	312,960
Other	8.8	7.3	30.8	25.4	27.7	37,149
Avoid Dealing With Other Races						
Black	5.5	10.0	18.5	28.8	37.2	33,055
Hispanic	0.0	4.6	20.7	44.5	30.3	7855
White	3.5	7.3	13.9	32.9	42.4	311,418
Other	3.3	2.7	16.6	31.3	46.2	36,940
Speak Ill/Tell Racial Jokes						
Black	8.2	10.0	21.7	33.4	26.8	33,187
Hispanic	0.7	6.3	25.0	43.7	24.4	7855
White	8.7	10.2	29.5	34.8	16.8	311,727
Other	9.2	5.0	24.7	32.6	28.5	37,066
Talk About Problems of Other Races						
Black	11.9	14.2	33.3	24.4	16.2	33,340
Hispanic	0.0	15.2	31.0	34.5	19.3	7855
White	3.9	10.9	33.5	28.7	22.9	310,640
Other	7.3	11.2	28.4	30.2	23.0	37,119

NOTE: See Survey Form 2, question 74.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 428
RACIAL HOMOGENEITY IN MARINE CORPS ENLISTED PERSONNEL'S PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Black	17.9	14.9	19.7	22.6	24.9	26,234
Hispanic	10.4	12.3	23.2	21.3	32.8	9699
White	8.0	8.7	22.0	28.8	32.5	96,560
Other	12.0	9.7	19.7	19.3	39.3	6879
Avoid Dealing With Other Races						
Black	6.6	6.5	18.5	31.6	36.9	25,803
Hispanic	3.0	6.1	14.7	26.2	50.0	9554
White	5.8	9.8	16.6	31.1	36.8	96,349
Other	8.6	4.7	10.7	22.7	53.3	6903
Speak Ill/Tell Racial Jokes						
Black	10.6	12.4	21.1	31.7	24.3	26,255
Hispanic	12.2	11.8	22.4	26.9	26.6	9682
White	11.5	14.2	29.2	29.9	15.3	96,022
Other	12.4	12.3	27.8	20.4	27.1	6647
Talk About Problems of Other Races						
Black	13.2	14.7	27.2	20.6	24.3	26,132
Hispanic	9.9	18.0	25.5	23.5	23.2	9571
White	7.7	12.1	31.0	28.5	20.7	96,177
Other	9.8	12.6	23.1	28.9	25.6	6775

NOTE: See Survey Form 2, question 74.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 429

RACIAL HOMOGENEITY IN AIR FORCE ENLISTED PERSONNEL'S PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Races						
Black	7.6	8.7	20.7	36.3	26.7	55,156
Hispanic	0.6	9.0	21.2	31.4	37.9	12,287
White	5.6	8.4	22.9	31.3	31.7	314,392
Other	11.3	12.2	21.8	17.7	37.1	18,243
Avoid Dealing With Other Races						
Black	3.7	9.5	17.6	31.5	37.7	55,477
Hispanic	1.5	2.5	17.5	26.1	52.4	12,287
White	1.9	5.2	15.2	31.7	46.1	312,946
Other	7.3	1.9	17.4	21.4	52.0	18,153
Speak Ill/Tell Racial Jokes						
Black	3.3	4.4	18.1	37.6	36.6	55,256
Hispanic	6.6	8.5	28.1	31.4	25.4	12,361
White	3.9	9.0	29.8	36.5	20.8	313,317
Other	4.9	7.8	23.7	35.9	27.8	18,153
Talk About Problems of Other Races						
Black	7.8	11.7	36.7	25.4	18.4	55,378
Hispanic	3.1	9.7	33.6	27.8	25.9	12,361
White	2.7	10.1	37.2	30.5	19.5	313,839
Other	5.9	11.5	42.3	20.8	19.5	17,990

NOTE: See Survey Form 2, question 74.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 430

RACIAL HOMOGENEITY IN OFFICERS' PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Black	2.8	13.2	29.1	31.7	23.3	8940
Hispanic	5.4	2.8	14.2	32.1	45.4	2131
White	2.0	4.5	19.4	37.9	36.3	218,930
Other	2.4	6.9	31.1	23.7	36.0	5220
Avoid Dealing With Other Races						
Black	2.3	9.2	23.7	33.3	31.6	8923
Hispanic	1.0	2.3	8.4	27.4	60.9	2153
White	0.7	3.3	12.4	35.4	48.2	218,130
Other	2.0	6.0	14.2	36.6	41.1	5225
Speak Ill/Tell Racial Jokes						
Black	0.7	5.1	19.9	44.2	30.2	8910
Hispanic	4.5	3.2	9.9	41.7	40.8	2153
White	1.0	3.3	21.5	49.8	24.4	218,532
Other	3.0	4.8	24.6	38.3	29.3	5225
Talk About Problems of Other Races						
Black	5.3	10.9	38.3	30.1	15.4	8860
Hispanic	1.6	6.8	36.6	27.0	28.0	2118
White	1.4	8.8	37.8	35.5	16.4	218,154
Other	4.7	15.7	29.7	29.9	20.0	5155

NOTE: See Survey Form 4, question 72.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 431

RACIAL HOMOGENEITY IN ARMY OFFICERS' PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Races						
Black	1.4	14.9	27.0	32.4	24.3	4495
Hispanic	10.0	4.1	21.1	30.8	34.2	1161
White	2.2	5.8	19.8	38.1	34.1	68,535
Other	4.3	8.1	40.9	10.6	36.1	1602
Avoid Dealing With Other Races						
Black	3.3	6.6	29.0	32.6	28.5	4495
Hispanic	0.0	4.2	11.3	36.2	48.3	1161
White	0.7	4.4	16.3	33.6	44.9	68,251
Other	6.2	7.1	14.3	41.5	30.9	1602
Speak Ill/Tell Racial Jokes						
Black	0.0	5.5	26.5	40.6	27.4	4495
Hispanic	8.3	4.1	8.4	42.2	37.2	1161
White	1.2	4.1	21.1	49.4	24.3	68,302
Other	8.4	4.1	28.7	33.4	25.5	1602
Talk About Problems of Other Races						
Black	7.2	13.5	40.5	26.5	12.3	4530
Hispanic	2.9	11.2	39.1	30.9	15.9	1161
White	1.6	11.1	40.1	32.0	15.3	68,286
Other	11.8	17.4	19.5	30.1	21.3	1537

NOTE: See Survey Form 4, question 72.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 432

RACIAL HOMOGENEITY IN NAVY OFFICERS' PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Black	4.2	8.2	27.9	21.6	38.1	665
Hispanic	0.0	0.0	0.0	30.4	69.6	256
White	1.6	4.0	18.6	36.0	39.9	52,608
Other	2.5	4.7	23.2	30.9	38.8	1165
Avoid Dealing With Other Races						
Black	0.0	21.7	12.2	26.3	39.8	672
Hispanic	7.8	0.0	14.1	10.1	68.0	278
White	0.8	3.1	11.1	36.2	48.8	52,401
Other	0.0	10.4	10.3	28.1	51.2	1171
Speak Ill/Tell Racial Jokes						
Black	6.0	6.3	8.0	29.7	50.1	672
Hispanic	0.0	7.8	19.7	26.6	46.0	278
White	1.1	3.0	24.1	48.7	23.1	52,588
Other	0.0	4.7	26.3	35.9	33.1	1171
Talk About Problems of Other Races						
Black	4.2	7.4	26.6	31.1	30.8	672
Hispanic	0.0	0.0	17.9	21.3	60.8	256
White	1.0	6.8	37.0	37.7	17.6	52,579
Other	0.0	12.1	42.1	27.2	18.6	1165

NOTE: See Survey Form 4, question 72.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 433

RACIAL HOMOGENEITY IN MARINE CORPS OFFICERS' PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Black	6.8	3.7	22.4	40.8	26.4	614
Hispanic	0.0	0.0	9.7	34.3	56.1	132
White	1.9	4.4	17.7	36.4	39.8	14,962
Other	8.1	1.6	22.8	23.6	43.9	317
Avoid Dealing With Other Races						
Black	5.0	9.0	16.4	31.8	37.8	603
Hispanic	0.0	0.0	8.6	28.7	62.7	132
White	0.9	3.3	13.4	34.9	47.5	14,947
Other	1.6	4.0	18.5	25.9	50.0	317
Speak Ill/Tell Racial Jokes						
Black	3.2	3.2	15.7	51.2	26.8	603
Hispanic	0.0	0.0	7.7	54.4	37.9	132
White	1.7	5.1	25.5	45.1	22.6	14,965
Other	2.4	8.3	21.6	30.8	26.9	317
Talk About Problems of Other Races						
Black	5.7	12.0	29.2	39.7	13.5	603
Hispanic	0.0	0.0	14.4	55.0	30.6	132
White	2.2	10.7	36.9	33.1	17.1	14,874
Other	4.0	9.7	47.2	6.7	32.4	317

NOTE: See Survey Form 4, question 72.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 434

RACIAL HOMOGENEITY IN AIR FORCE OFFICERS' PRIMARY WORK UNIT BY RACE^a

Activity and Respondents' Race	Frequency of Activity					Total
	Very Often	Often	Sometimes	Seldom	Never	
Complain About Better Treatment Given to Other Races						
Black	3.7	13.8	33.5	31.0	18.0	3166
Hispanic	0.0	2.2	7.7	35.2	54.9	581
White	2.1	3.8	19.8	39.1	35.2	82,826
Other	0.0	8.0	29.3	29.5	33.2	2136
Avoid Dealing With Other Races						
Black	0.8	10.4	20.0	35.9	32.9	3153
Hispanic	0.0	0.0	0.0	17.8	82.3	581
White	0.6	2.4	9.8	36.5	50.7	82,532
Other	0.0	3.1	15.7	39.2	42.0	2136
Speak Ill/Tell Racial Jokes						
Black	0.0	4.6	13.8	51.0	30.6	3140
Hispanic	0.0	0.0	8.7	45.1	46.2	581
White	0.7	2.5	19.3	51.7	25.7	82,678
Other	0.6	4.8	21.2	44.4	29.0	2136
Talk About Problems of Other Races						
Black	2.7	7.7	39.5	33.2	16.9	3056
Hispanic	0.0	2.3	45.2	15.2	37.3	568
White	1.5	7.9	36.6	37.6	16.5	82,416
Other	2.3	17.4	27.6	34.8	18.0	2136

NOTE: See Survey Form 4, question 72.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 435

**ENLISTED PERSONNEL PERCEPTION OF SERVICE LEADERS' VIEW OF
EQUAL OPPORTUNITY BY RACE**

Leaders' View of EO	Respondents' Race				
	Black	Hispanic	White	Other	Total
Very Important	48.5	49.0	37.7	45.2	41.0
	23.1	6.1	62.5	8.3	
Somewhat Important	19.5	22.5	26.5	22.4	24.6
	15.4	4.7	73.1	6.9	
Fairly Important	17.5	16.2	23.3	16.4	21.3
	16.0	3.9	74.3	5.8	
Not Important	14.5	12.3	12.5	16.0	13.1
	21.5	4.8	64.5	9.2	
Total Personnel	309,428	81,463	1,078,064	119,947	1,588,902
	19.5	5.1	67.9	7.6	

NOTE: See Survey Form 2, question 75.

Table 436

ARMY ENLISTED PERSONNEL PERCEPTION OF SERVICE LEADERS'
VIEW OF EQUAL OPPORTUNITY BY RACE

Leaders' View of EO	Respondents' Race				
	Black	Hispanic	White	Other	Total
Very Important	47.1	46.6	35.7	36.7	39.9
	35.6	7.7	50.7	6.0	
Somewhat Important	19.4	25.3	25.7	22.7	23.6
	24.8	7.1	61.8	6.3	
Fairly Important	17.3	15.5	23.8	16.7	20.8
	25.0	4.9	64.8	5.3	
Not Important	16.3	12.5	14.8	23.9	15.7
	31.2	5.3	53.5	10.0	
Total Personnel	176,516	38,787	331,839	38,381	585,524
	30.2	6.6	56.7	6.6	

NOTE: See Survey Form 2, question 75.

Table 437

NAVY ENLISTED PERSONNEL PERCEPTION OF SERVICE LEADERS'
VIEW OF EQUAL OPPORTUNITY BY RACE

Leaders' View of EO	Respondents' Race				
	Black	Hispanic	White	Other	Total
Very Important	47.1	54.1	35.9	52.1	39.4
	11.3	4.8	69.4	14.5	
Somewhat Important	20.2	17.1	27.0	20.9	25.4
	7.5	2.4	81.1	9.1	
Fairly Important	18.0	16.7	23.6	17.2	22.1
	7.7	2.6	81.2	8.5	
Not Important	14.7	12.0	13.5	9.7	13.1
	10.6	3.2	78.0	8.1	
Total Personnel	40,195	14,809	323,215	46,648	424,867
	9.5	3.5	76.1	11.0	

NOTE: See Survey Form 2, question 75.

Table 438

MARINE CORPS ENLISTED PERSONNEL PERCEPTION OF SERVICE
LEADERS' VIEW OF EQUAL OPPORTUNITY BY RACE

Leaders' View of EO	Respondents' Race				Total
	Black	Hispanic	White	Other	
Very Important	47.3	45.9	38.1	44.9	40.9
	22.3	8.7	62.3	6.7	
Somewhat Important	21.2	22.9	26.6	27.7	25.3
	16.1	7.0	70.2	6.7	
Fairly Important	18.6	21.4	22.3	11.5	20.8
	17.2	8.0	71.5	3.4	
Not Important	12.9	9.8	13.1	15.9	13.0
	19.2	5.9	67.5	7.5	
Total Personnel	28,449	11,453	98,726	9043	147,671
	19.3	7.8	66.9	6.1	

NOTE: See Survey Form 2, question 75.

Table 439

AIR FORCE ENLISTED PERSONNEL PERCEPTION OF SERVICE
LEADERS' VIEW OF EQUAL OPPORTUNITY BY RACE

Leaders' View of EO	Respondents' Race				
	Black	Hispanic	White	Other	Total
Very Important	53.8	51.9	41.5	45.3	43.9
	18.2	4.5	71.1	6.2	
Somewhat Important	18.7	20.6	26.9	22.5	25.2
	11.1	3.1	80.4	5.4	
Fairly Important	17.3	13.5	22.8	16.5	21.2
	12.2	2.4	80.7	4.7	
Not Important	10.2	13.9	8.9	15.7	9.7
	15.8	5.5	69.0	9.7	
Total Personnel	64,286	16,414	324,482	25,876	431,058
	14.9	3.8	75.3	6.0	

NOTE: See Survey Form 2, question 75.

Table 440

OFFICERS' PERCEPTION OF SERVICE LEADERS' VIEW OF
EQUAL OPPORTUNITY BY RACE

Leaders' View of EO	Respondents' Race				Total
	Black	Hispanic	White	Other	
Very Important	39.3 4.9	36.1 1.3	33.6 90.3	36.5 3.5	34.0
Somewhat Important	23.7 3.4	28.4 1.2	29.6 92.1	29.8 3.3	29.4
Fairly Important	25.4 3.9	24.0 1.1	27.8 92.4	22.1 2.6	27.5
Not Important	11.6 5.4	11.4 1.6	9.0 89.0	11.6 4.0	9.2
Total Personnel	10,423 4.3	3055 1.3	223,673 91.3	7854 3.2	245,004

NOTE: See Survey Form 4, question 73.

Table 441

ARMY OFFICERS' PERCEPTION OF SERVICE LEADERS' VIEW OF
EQUAL OPPORTUNITY BY RACE

Leaders View of EO	Respondents' Race				Total
	Black	Hispanic	White	Other	
Very Important	42.2	28.2	33.0	38.6	33.7
	7.9	1.4	86.5	4.3	
Somewhat Important	25.1	33.7	28.9	28.8	28.7
	5.5	2.0	88.8	3.8	
Fairly Important	24.7	24.5	27.5	21.1	27.1
	5.8	1.5	89.8	2.9	
Not Important	8.0	13.7	10.6	11.5	10.5
	4.8	2.2	89.0	4.1	
Total Personnel	4997	1326	70,185	2966	79,474
	6.3	1.7	88.3	3.7	

NOTE: See Survey Form 4, question 73.

Table 442

NAVY OFFICERS' PERCEPTION OF SERVICE LEADERS' VIEW OF
EQUAL OPPORTUNITY BY RACE

Leaders' View of EO	Respondents' Race				Total
	Black	Hispanic	White	Other	
Very Important	41.6	41.4	35.5	37.4	35.7
	1.9	0.9	94.2	3.0	
Somewhat Important	9.8	31.5	27.6	33.5	27.5
	0.6	0.9	95.1	3.5	
Fairly Important	27.5	9.1	29.0	19.7	28.6
	1.6	0.2	96.2	2.0	
Not Important	21.2	18.1	7.8	9.4	8.2
	4.3	1.7	90.7	3.3	
Total Personnel	943	442	54,196	1627	57,207
	1.7	0.8	94.7	2.8	

NOTE: See Survey Form 4, question 73.

Table 443

**MARINE CORPS OFFICERS' PERCEPTION OF SERVICE LEADERS'
VIEW OF EQUAL OPPORTUNITY BY RACE**

Leaders' View of EO	Respondents' Race				Total
	Black	Hispanic	White	Other	
Very Important	33.6	47.4	38.9	40.2	38.9
	3.6	1.7	92.2	2.5	
Somewhat Important	26.2	23.3	28.6	20.9	28.3
	3.9	1.2	93.2	1.8	
Fairly Important	25.5	7.6	23.8	25.8	23.7
	4.5	0.5	92.5	2.6	
Not Important	14.6	21.7	8.6	13.1	9.2
	6.7	3.3	86.6	3.4	
Total Personnel	690	232	15,232	395	16,550
	4.2	1.4	92.0	2.4	

NOTE: See Survey Form 4, question 73.

Table 444

AIR FORCE OFFICERS' PERCEPTION OF SERVICE LEADERS'
VIEW OF EQUAL OPPORTUNITY BY RACE

Leaders' View of EO	Respondents' Race				Total
	Black	Hispanic	White	Other	
Very Important	35.8	41.4	31.9	33.4	32.2
	4.6	1.5	90.7	3.2	
Somewhat Important	24.8	21.6	31.7	30.0	31.3
	3.3	0.8	92.9	3.0	
Fairly Important	25.8	33.4	28.0	23.9	27.8
	3.8	1.4	92.1	2.7	
Not Important	13.6	3.6	8.5	12.6	8.7
	6.4	0.5	88.6	4.5	
Total Personnel	3794	1054	84,073	2866	91.787
	4.1	1.2	91.6	3.1	

NOTE: See Survey Form 4, question 73.

Table 445

**ENLISTED PERSONNEL PERCEPTION OF COMPARATIVE TREATMENT OF
BLACKS/WHITES BY RACE**

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	1.0 2.8	4.4 3.4	7.9 82.0	10.7 11.9	6.6
Better Than Whites	2.5 2.0	16.0 3.3	31.7 88.6	20.6 6.2	24.5
Same as Whites	40.4 14.5	62.9 5.9	56.6 72.1	55.6 7.6	53.8
Worse Than Whites	45.2 68.9	15.5 6.1	3.5 18.8	10.6 6.1	12.6
A Lot Worse Than Whites	10.9 81.8	1.2 2.4	0.3 8.7	2.5 7.1	2.6
Total Personnel	301,212 19.3	78,314 5.0	1,069,595 68.4	114,457 7.3	1,563,578

NOTE: See Survey Form 2, question 76.

Table 446

**ARMY ENLISTED PERSONNEL PERCEPTION OF COMPARATIVE
TREATMENT OF BLACKS/WHITES BY RACE**

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	1.2 5.7	4.7 4.9	8.1 75.2	13.8 14.3	6.2
Better Than Whites	2.1 2.8	15.1 4.3	33.7 85.8	25.2 7.1	22.5
Same as Whites	39.0 23.7	63.8 8.3	53.5 62.1	45.2 5.8	49.3
Worse Than Whites	46.0 77.4	14.9 5.3	4.1 13.2	11.5 4.1	17.9
A Lot Worse Than Whites	11.8 82.5	1.5 2.3	0.7 8.9	4.3 6.4	4.3
Total Personnel	172,725 30.0	36,829 6.4	329,233 57.2	36,553 6.4	575,339

NOTE: See Survey Form 2, question 76.

Table 447

NAVY ENLISTED PERSONNEL PERCEPTION OF COMPARATIVE
TREATMENT OF BLACKS/WHITES BY RACE

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	0.4 0.6	1.0 0.5	8.0 88.9	6.5 10.0	6.9
Better Than Whites	3.3 1.2	16.3 2.1	30.9 89.9	16.8 6.8	26.3
Same as Whites	39.2 6.5	60.4 3.6	57.1 77.8	63.6 12.1	56.2
Worse Than Whites	45.7 46.3	22.4 8.2	3.8 31.9	11.7 13.6	9.2
A Lot Worse Than Whites	11.4 79.6	0.0 0.0	0.2 9.3	1.4 11.2	1.3
Total Personnel	38,893 9.3	14,074 3.4	320,186 76.7	44,596 10.7	417,749

NOTE: See Survey Form 2, question 76.

Table 448

MARINE CORPS ENLISTED PERSONNEL PERCEPTION OF COMPARATIVE
TREATMENT OF BLACKS/WHITES BY RACE

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	2.0 6.9	2.1 2.9	6.8 83.9	5.8 6.3	5.5
Better Than Whites	4.3 4.8	4.7 2.1	22.5 90.1	8.5 3.0	16.9
Same as Whites	45.0 13.7	72.4 8.7	65.9 70.7	73.1 6.9	62.8
Worse Than Whites	38.8 61.2	17.7 11.1	4.1 22.6	10.3 5.0	12.1
A Lot Worse Than Whites	10.0 69.5	3.1 8.7	0.7 16.8	2.3 5.0	2.7
Total Personnel	27,914 19.1	11,101 7.6	98,662 67.4	8665 5.9	146,343

NOTE: See Survey Form 2, question 76.

Table 449

AIR FORCE ENLISTED PERSONNEL PERCEPTION OF COMPARATIVE
TREATMENT OF BLACKS/WHITES BY RACE

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	0.2	8.2	7.8	15.2	7.2
	0.5	4.4	82.8	12.3	
Better Than Whites	2.3	25.2	33.4	25.0	28.0
	1.2	3.5	90.2	5.2	
Same as Whites	43.3	56.8	56.5	50.6	54.3
	11.6	4.0	79.0	5.4	
Worse Than Whites	45.6	9.4	2.3	7.3	9.2
	72.3	4.0	19.1	4.7	
A Lot Worse Than Whites	8.6	0.4	0.0	1.9	1.4
	89.3	1.2	1.8	7.7	
Total Personnel	61,708	16,310	321,668	24,643	424,329
	14.5	3.8	75.8	5.8	

NOTE: See Survey Form 2, question 76.

Table 450

**OFFICERS' PERCEPTION OF COMPARATIVE TREATMENT OF
BLACKS/WHITES BY RACE**

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	0.0 0.0	1.6 0.9	2.1 87.9	7.6 11.2	2.1
Better Than Whites	1.2 0.2	10.6 0.6	22.3 95.5	24.3 3.6	21.3
Same as Whites	30.9 1.9	74.2 1.4	69.4 93.9	61.2 2.9	67.6
Worse Than Whites	61.6 29.6	12.6 1.8	6.2 66.0	7.0 2.6	8.6
A Lot Worse Than Whites	6.4 81.7	1.1 4.3	0.1 14.0	0.0 0.0	0.3
Total Personnel	10,016 4.1	3055 1.3	222,209 91.5	7694 3.2	242,973

NOTE: See Survey Form 4, question 74.

Table 451

**ARMY OFFICERS' PERCEPTION OF COMPARATIVE TREATMENT
OF BLACKS/WHITES BY RACE**

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	0.0 0.0	3.5 2.3	2.5 87.2	7.3 10.5	2.6
Better Than Whites	2.0 0.6	15.9 1.2	23.7 94.4	23.1 3.9	22.2
Same as Whites	34.6 3.3	59.0 1.6	66.3 91.5	63.9 3.7	64.2
Worse Than Whites	57.2 32.8	19.1 3.1	7.4 62.1	5.7 2.0	10.6
A Lot Worse Than Whites	6.2 81.2	2.5 9.4	0.1 9.4	0.0 0.0	0.5
Total Personnel	4787 6.1	1361 1.7	69,956 88.5	2932 3.7	79,036

NOTE: See Survey Form 4, question 74.

Table 452

NAVY OFFICERS' PERCEPTION OF COMPARATIVE TREATMENT
OF BLACKS/WHITES BY RACE

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	0.0 0.0	0.0 0.0	1.3 88.4	5.8 11.6	1.4
Better Than Whites	0.7 0.1	6.7 0.3	19.8 96.7	21.3 3.0	19.4
Same as Whites	22.7 0.5	74.5 0.8	71.5 96.3	61.3 2.4	70.4
Worse Than Whites	67.1 13.0	18.9 1.6	7.4 81.7	11.6 3.7	8.6
A Lot Worse Than Whites	9.5 58.1	0.0 0.0	0.1 41.9	0.0 0.0	0.3
Total Personnel	943 1.7	420 0.7	53,798 94.9	1534 2.7	56,695

NOTE: See Survey Form 4, question 74.

Table 453

MARINE CORPS OFFICERS' PERCEPTION OF COMPARATIVE TREATMENT
OF BLACKS/WHITES BY RACE

Treatment of Blacks vs Whites	Respondents' Race				Total
	Black	Hispanic	White	Other	
A Lot Better Than Whites	0.0 0.0	0.0 0.0	1.6 86.6	9.1 13.4	1.7
Better Than Whites	1.7 0.5	12.0 1.2	15.0 94.3	24.0 4.0	14.7
Same as Whites	38.6 2.0	73.9 1.3	79.9 94.8	57.6 1.8	77.6
Worse Than Whites	56.8 39.2	14.2 3.4	3.4 53.4	9.3 3.9	5.8
A Lot Worse Than Whites	2.9 62.7	0.0 0.0	0.1 37.4	0.0 0.0	0.2
Total Personnel	660 4.0	232 1.4	15,154 92.1	406 2.5	16,452

NOTE: See Survey Form 4, question 74.

Table 454

AIR FORCE OFFICERS' PERCEPTION OF COMPARATIVE TREATMENT
OF BLACKS/WHITES BY RACE

Treatment of Blacks vs Whites	Respondents' Race				
	Black	Hispanic	White	Other	Total
A Lot Better Than Whites	0.0 0.0	0.0 0.0	88.5 2.3	11.5 8.7	2.3
Better Than Whites	0.0 0.0	4.9 0.2	24.0 96.1	27.2 3.7	22.9
Same as Whites	26.6 1.6	93.9 1.6	68.8 94.1	58.7 2.7	67.1
Worse Than Whites	66.8 36.2	1.2 0.2	4.9 61.3	5.4 2.3	7.4
A Lot Worse Than Whites	6.6 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.3
Total Personnel	3627 4.0	1041 1.2	83,389 91.8	2821 3.1	90,879

NOTE: See Survey Form 4, question 74.

Table 455
 ENLISTED PERSONNEL PERCEPTION OF PROMOTION CHANCES OF
 VARIOUS RACIAL GROUPS

Racial Groups With Best Chance	Respondents' Race				Total
	Black	Hispanic	White	Other	
Whites	47.4	21.8	5.4	15.3	15.2
	61.0	7.3	24.2	7.5	
Blacks	2.3	6.2	13.5	12.5	10.8
	4.2	2.9	84.4	8.5	
Other Minorities	2.3	2.5	4.5	4.0	3.9
	11.4	3.3	77.8	7.5	
All Have Equal Chance	48.1	69.6	76.7	68.3	70.1
	13.4	5.1	74.3	7.2	
Total Personnel	308,494	80,487	1,070,855	116,811	1,576,647
	19.6	5.1	67.9	7.4	

NOTE: See Survey Form 2, question 77.

Table 456

ARMY ENLISTED PERSONNEL PERCEPTION OF PROMOTION CHANCES OF
VARIOUS RACIAL GROUPS

Racial Groups With Best Chance	Respondents' Race				Total
	Black	Hispanic	White	Other	
Whites	51.0	24.8	6.8	18.9	22.2
	70.1	7.3	17.2	5.4	
Blacks	3.0	8.6	21.9	21.0	15.2
	5.9	3.7	81.7	8.8	
Other Minorities	2.5	2.9	3.5	4.1	3.2
	23.6	6.0	62.2	8.2	
All Have Equal Chance	43.5	63.7	67.8	56.0	59.4
	22.4	7.0	64.7	6.0	
Total Personnel	176,718	37,659	328,432	36,853	579,663
	30.5	6.5	56.7	6.4	

NOTE: See Survey Form 2, question 77.

Table 457

NAVY ENLISTED PERSONNEL PERCEPTION OF PROMOTION CHANCES OF
VARIOUS RACIAL GROUPS

Racial Groups With Best Chance	Respondents' Race				
	Black	Hispanic	White	Other	Total
Whites	42.8	18.5	5.9	16.6	10.9
	36.8	5.9	40.7	16.5	
Blacks	1.6	1.9	9.1	3.9	7.5
	2.0	0.9	91.5	5.7	
Other Minorities	4.1	4.7	8.1	5.2	7.3
	5.3	2.3	84.6	7.8	
All Have Equal Chance	51.6	74.9	77.0	74.4	74.3
	6.5	3.6	79.0	10.9	
Total Personnel	39,740	14,835	321,257	46,046	421,878
	9.4	3.5	76.2	10.9	

NOTE: See Survey Form 2, question 77.

Table 458

MARINE CORPS ENLISTED PERSONNEL PERCEPTION OF PROMOTION
CHANCES OF VARIOUS RACIAL GROUPS

Racial Groups With Best Chance	Respondents' Race				
	Black	Hispanic	White	Other	Total
Whites	53.0	30.7	6.2	14.5	17.6
	58.1	13.7	23.4	4.9	
Blacks	3.6	3.8	13.4	5.9	10.3
	6.8	2.9	87.0	3.4	
Other Minorities	2.2	1.8	3.2	5.8	3.1
	14.0	4.5	70.4	11.1	
All Have Equal Chance	41.2	63.7	77.2	73.9	69.0
	11.6	7.2	74.9	6.3	
Total Personnel	28,503	11,545	98,598	8723	147,370
	19.3	7.8	66.9	5.9	

NOTE: See Survey Form 2, question 77.

Table 459

**AIR FORCE ENLISTED PERSONNEL PERCEPTION OF PROMOTION
CHANCES OF VARIOUS RACIAL GROUPS**

Racial Groups With Best Chance	Respondents' Race				
	Black	Hispanic	White	Other	Total
Whites	37.6	11.6	3.4	8.1	9.1
	61.6	4.9	28.3	5.2	
Blacks	0.3	6.1	9.2	17.9	8.3
	0.6	2.8	83.9	12.7	
Other Minorities	0.6	0.0	2.2	0.8	1.8
	4.8	0.0	92.6	2.7	
All Have Equal Chance	61.5	82.4	85.2	73.2	80.8
	11.3	3.9	79.5	5.3	
Total Personnel	63,566	16,448	322,687	25,193	427,894
	14.9	3.8	75.4	5.9	

NOTE: See Survey Form 2, question 77.

Table 460

OFFICERS' PERCEPTION OF PROMOTION CHANCES OF
VARIOUS RACIAL GROUPS

Racial Groups With Best Chance	Respondent's Race				
	Black	Hispanic	White	Other	Total
Whites	76.4	25.3	18.0	23.9	20.8
	15.6	1.5	79.2	3.7	
Blacks	0.9	12.5	21.4	21.9	20.4
	0.2	0.8	95.6	3.4	
Other Minorities	1.3	3.8	1.6	3.8	1.7
	3.2	2.7	87.0	7.1	
All Have Equal Chance	21.5	58.5	58.9	50.3	57.1
	1.6	1.3	94.3	2.8	
Total Personnel	10,319	2988	222,111	7733	243,153
	4.2	1.2	91.3	3.2	

NOTE: See Survey Form 4, question 75.

Table 461

**ARMY OFFICERS' PERCEPTION OF PROMOTION CHANCES OF
VARIOUS RACIAL GROUPS**

Racial Groups With Best Chance	Respondent's Race				Total
	Black	Hispanic	White	Other	
Whites	77.9	28.0	18.0	18.2	22.0
	22.3	2.1	72.5	3.1	
Blacks	1.0	16.4	27.5	22.8	25.5
	0.2	1.1	95.4	3.3	
Other Minorities	2.0	2.7	2.0	7.3	2.2
	5.6	2.0	80.2	12.2	
All Have Equal Chance	19.1	52.9	52.5	51.8	50.3
	2.4	1.7	92.1	3.8	
Total Personnel	4982	1295	69,920	2932	79,129
	6.3	1.6	88.4	3.7	

NOTE: See Survey Form 4, question 75.

Table 462

**NAVY OFFICERS' PERCEPTION OF PROMOTION CHANCES OF
VARIOUS RACIAL GROUPS**

Racial Groups With Best Chance	Respondent's Race				
	Black	Hispanic	White	Other	Total
Whites	70.1	11.2	19.7	23.3	20.6
	5.7	0.4	90.8	3.2	
Blacks	3.0	0.0	16.6	15.2	16.2
	0.3	0.0	97.1	2.6	
Other Minorities	0.0	18.7	1.1	1.8	1.2
	0.0	11.3	84.7	4.0	
All Have Equal Chance	27.0	70.1	62.6	59.7	62.0
	0.7	0.8	95.8	2.7	
Total Personnel	943	420	53,737	1585	56,685
	1.7	0.7	94.8	2.8	

NOTE: See Survey Form 4, question 75.

Table 463

**MARINE CORPS OFFICERS' PERCEPTION OF PROMOTION CHANCES
OF VARIOUS RACIAL GROUPS**

Racial Groups With Best Chance	Respondent's Race				Total
	Black	Hispanic	White	Other	
Whites	72.8	27.8	16.2	23.9	18.9
	15.9	2.1	79.0	3.0	
Blacks	2.4	9.8	13.2	14.2	12.7
	0.8	1.1	95.5	2.7	
Other Minorities	0.0	0.0	1.1	2.9	1.0
	0.0	0.0	93.3	6.7	
All Have Equal Chance	24.8	62.4	69.6	59.0	67.4
	1.5	1.3	95.1	2.1	
Total Personnel	679	232	15,160	395	16,467
	4.1	1.4	92.1	2.4	

NOTE: See Survey Form 4, question 75.

Table 464

AIR FORCE OFFICERS PERCEPTION OF PROMOTION CHANCES OF
VARIOUS RACIAL GROUPS

Racial Groups With Best Chance	Respondent's Race				
	Black	Hispanic	White	Other	Total
Whites	76.5	27.1	17.3	30.3	20.2
	15.5	1.5	78.3	4.7	
Blacks	0.0	13.2	20.9	25.8	20.1
	0.0	0.8	95.3	4.0	
Other Minorities	1.0	0.0	1.8	1.6	1.7
	2.3	0.0	94.8	2.9	
All Have Equal Chance	22.6	59.7	60.1	42.3	58.0
	1.6	1.2	95.0	2.3	
Total Personnel	3715	1041.	83,294	2821	90,872
	4.1	1.2	91.7	3.1	

NOTE: See Survey Form 4, question 75.

Table 465

ENLISTED PERSONNEL'S EXPERIENCE WITH RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	23.8 31.1	16.1 5.5	12.3 54.8	17.2 8.7	15.1
Local Civilian Services	39.2 32.0	25.8 5.5	19.4 54.2	26.0 8.2	24.1
Exchange Services	13.4 28.1	9.2 5.0	8.0 57.6	11.5 9.3	9.4
Training and Education Opportunities	19.5 36.8	12.7 6.2	7.4 47.9	12.4 9.1	10.5
Promotion Opportunities	33.8 40.1	18.1 5.6	11.1 45.2	19.7 9.1	16.6
Daily Duty Assignments	33.8 28.7	24.1 5.3	19.7 57.2	26.6 8.8	23.2
Total Personnel	321,330 19.7	83,718 5.1	1,100,161 67.5	124,668 7.6	1,629,877

NOTE: See Survey Form 2, question 78.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 466

ARMY ENLISTED PERSONNEL'S EXPERIENCE WITH RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	26.1 42.0	20.7 7.3	14.8 44.2	18.8 6.6	18.9
Local Civilian Services	42.0 41.0	28.6 6.1	25.5 46.2	31.6 6.7	31.1
Exchange Services	15.1 36.0	11.6 6.1	11.6 51.7	12.1 6.3	12.7
Training and Education Opportunities	23.5 44.6	16.8 6.9	12.0 42.2	15.3 6.3	16.0
Promotion Opportunities	40.6 46.5	23.3 5.8	18.8 40.0	30.9 7.7	26.5
Daily Duty Assignments	35.9 36.1	27.6 6.1	27.0 50.4	34.3 7.5	30.2
Total Personnel	182,737 30.4	39,878 6.6	339,547 56.4	39,795 6.6	601,957

NOTE: See Survey Form 2, question 78.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 467

NAVY ENLISTED PERSONNEL'S EXPERIENCE WITH RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	19.8 14.8	12.3 3.4	11.5 68.3	15.3 13.5	12.7
Local Civilian Services	35.7 16.6	26.9 4.6	17.9 65.9	23.5 12.9	20.5
Exchange Services	11.8 14.0	8.8 3.8	7.0 65.1	12.3 17.1	8.1
Training and Education Opportunities	19.5 22.4	10.0 4.2	6.4 58.4	11.0 14.9	8.3
Promotion Opportunities	26.9 24.6	10.8 3.6	7.6 55.1	15.5 16.7	10.4
Daily Duty Assignments	37.0 18.1	23.9 4.3	16.9 65.2	21.7 12.5	19.6
Total Personnel	41,309 9.5	15,170 3.5	327,579 75.7	48,761 11.3	432,819

NOTE: See Survey Form 2, question 78.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 468

MARINE CORPS ENLISTED PERSONNEL'S EXPERIENCE WITH
RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	16.8 23.1	13.1 7.3	12.7 59.6	23.6 10.0	14.2
Local Civilian Services	32.5 26.1	25.3 8.2	21.1 57.7	32.7 8.1	24.4
Exchange Services	9.9 19.8	10.0 8.1	9.6 65.1	11.3 7.0	9.8
Training and Education Opportunities	15.5 32.6	10.2 8.6	7.3 52.0	10.5 6.8	9.3
Promotion Opportunities	42.7 41.9	20.8 8.2	13.3 44.3	18.6 5.6	20.0
Daily Duty Assignments	39.2 32.6	19.7 6.6	19.2 54.3	25.7 6.6	23.5
Total Personnel	30,211 19.6	12,152 7.9	102,768 66.5	9291 6.0	154,423

NOTE: See Survey Form 2, question 78.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 469

AIR FORCE ENLISTED PERSONNEL'S EXPERIENCE WITH
RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	23.4 28.0	10.5 3.1	10.4 61.2	16.0 7.7	12.7
Local Civilian Services	36.7 31.0	18.3 3.8	14.1 58.5	20.1 6.8	18.1
Exchange Services	11.4 28.6	3.0 1.8	4.9 60.6	9.0 9.0	6.1
Training and Education Opportunities	10.4 29.3	7.0 4.8	3.8 53.1	11.4 12.9	5.4
Promotion Opportunities	15.6 29.7	10.2 4.8	6.1 57.1	11.1 8.5	8.0
Daily Duty Assignments	23.7 21.0	18.9 4.1	15.2 66.3	24.4 8.6	17.2
Total Personnel	67,073 15.2	16,518 3.7	330,267 74.9	26,820 6.1	440,678

NOTE: See Survey Form 2, question 78.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 470

OFFICERS' EXPERIENCE WITH RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	21.0 11.0	5.5 0.8	7.6 84.9	8.5 3.3	8.2
Local Civilian Services	29.0 12.2	12.2 1.5	9.2 82.6	11.8 3.7	10.2
Exchange Services	9.3 16.0	4.6 2.3	2.0 74.0	6.1 7.8	2.5
Training and Education Opportunities	17.0 20.2	5.4 1.9	2.9 72.2	6.4 5.7	3.4
Promotion Opportunities	22.3 17.8	8.8 2.1	4.3 73.9	10.5 6.3	5.3
Daily Duty Assignments	22.8 20.4	6.3 1.7	3.8 72.8	7.7 5.1	4.8
Total Personnel	10,596 4.3	3089 1.2	226,475 91.3	7933 3.2	248,093

NOTE: See Survey Form 4, question 76.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 471

ARMY OFFICERS' EXPERIENCE WITH RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	20.3	7.1	9.8	7.9	10.4
	12.5	1.2	83.6	2.8	
Local Civilian Services	26.7	14.1	14.0	8.9	14.6
	11.6	1.6	84.5	2.3	
Exchange Services	8.3	10.5	3.0	10.2	3.8
	14.1	4.7	71.1	10.1	
Training and Education Opportunities	19.5	9.5	3.4	8.8	4.7
	26.5	3.4	63.2	6.9	
Promotion Opportunities	23.5	12.1	5.5	14.5	7.1
	21.1	2.9	68.4	7.6	
Daily Duty Assignments	21.7	12.0	5.7	8.3	98.7
	20.1	3.0	72.5	4.5	
Total Personnel	5114	1361	70,931	2966	80,371
	6.4	1.7	88.3	3.7	

NOTE: See Survey Form 4, question 76.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 472

NAVY OFFICERS' EXPERIENCE WITH RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	21.4 5.6	0.0 0.0	6.2 92.6	4.0 1.8	6.3
Local Civilian Services	22.0 5.1	16.7 1.8	6.8 90.3	6.8 2.8	98.5
Exchange Services	12.6 11.9	0.0 0.0	1.6 85.7	1.5 2.4	1.7
Training and Education Opportunities	23.8 11.5	0.0 0.0	2.9 81.4	8.2 7.1	3.4
Promotion Opportunities	20.5 10.4	12.4 2.9	2.7 79.9	7.6 6.9	3.3
Daily Duty Assignments	20.3 12.1	0.0 0.0	2.4 81.9	5.7 6.0	2.8
Total Personnel	950 1.6	442 0.8	54,795 94.7	1695 2.9	57,881

NOTE: See Survey Form 4, question 76.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 473

MARINE CORPS OFFICERS' EXPERIENCE WITH RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	9.7 6.7	0.0 0.0	5.9 88.6	11.8 4.7	6.1
Local Civilian Services	27.6 11.4	0.0 0.0	9.1 82.5	25.4 6.1	10.1
Exchange Services	8.7 17.5	0.0 0.0	1.7 75.6	5.9 6.9	2.1
Training and Education Opportunities	3.9 5.7	0.0 0.0	2.8 90.9	3.9 3.5	2.8
Promotion Opportunities	9.7 9.6	3.5 1.1	3.9 84.8	7.9 4.5	4.2
Daily Duty Assignment	15.2 18.0	8.2 3.2	2.8 72.6	9.1 6.2	3.5
Total Personnel	702 4.2	232 1.4	15,398 92.0	406 2.4	16,739

NOTE: See Survey Form 4, question 76.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

Table 474

AIR FORCE OFFICERS' EXPERIENCE WITH RACIAL DISCRIMINATION^a

Area of Discrimination	Black	Hispanic	White	Other	Total
Local Civilian Housing	24.0	7.0	7.0	11.4	7.8
	12.6	1.0	81.9	4.5	
Local Civilian Services	34.1	10.5	6.8	15.9	8.2
	17.0	1.5	75.6	5.9	
Exchange Services	10.1	0.0	1.5	4.6	2.0
	21.0	0.0	71.9	7.1	
Training and Education Opportunities	14.4	3.6	2.4	3.2	2.9
	20.3	1.4	74.9	3.4	
Promotion Opportunities	23.4	4.3	4.5	8.4	5.4
	18.0	0.9	76.3	4.9	
Daily Duty Assignment	26.4	1.2	3.4	8.0	4.4
	24.4	0.3	69.7	5.5	
Total Personnel	3831	1054	85,351	2866	93,103
	4.1	1.1	91.7	3.1	

NOTE: See Survey Form 4, question 76.

^aSince individuals could report discrimination in each of the indicated areas, column percents should not be expected to add to 100.0.

XV. ATTITUDES TOWARD WOMEN IN THE MILITARY

Before the establishment of the All Volunteer Force, women constituted 1 to 2 percent of enlisted personnel and about 3 percent of officers. In 1972, 32,400 women were on active duty as enlisted personnel and 12,600 women as officers, totaling about 1.5 percent of the active force. By the end of FY 1980, the number of women on active duty had risen to 145,800 enlisted and 21,500 officers, or a total of 8.4 percent of the active force. The military Services' support of equal opportunity for women in the military and greater use of women to meet military manpower requirements stimulated these increases. Planners of the AVF had from the beginning viewed the increased use of women as a way to offset any shortage of men, especially high-quality men.

In 1980, the Department of Defense set recruiting goals that included raising the representation of women to approximately 12.5 percent by 1985. Concern was expressed about the Services' ability to meet these goals and the implications of the increased number of women for military effectiveness. In March 1981, OSD and each Service began a joint review of the Service's current female officer and enlisted accession and retention policies. As part of the review, attitudinal data collected in the 1978-1979 DoD Survey of Officers and Enlisted Personnel were analyzed. Although these data cannot be used to assess the military effectiveness of women nor to provide direct policy guidance on questions related to the accession and use of women, they nevertheless offer a useful documentation of the attitudes of the men and women on active duty toward these issues. The tables in this section summarize the responses to specific questions about women in the military. Obviously, the data displayed in previous sections could also be examined in terms of distinctions among responses by sex.

Tables 475-479 for enlisted personnel and Tables 480-484 for officers deal with military assignments and training for women. Respondents indicated their views on allowing women to perform the skills in the respondent's own primary military occupation and on women's physical

and mental capacity to perform the skills in that military occupation. More than two-thirds of all male enlisted personnel and officers agreed that women should be allowed to perform in their military occupation. Both female officers and enlisted personnel overwhelmingly agreed.

To further examine the items listed in Tables 475-484, the respondents' occupations were grouped according to whether the military considered them traditional or nontraditional for women (data not shown). Traditional female occupations include medical, dental, support, and administrative specialties; all others are considered nontraditional. About 90 percent of the males in occupations classified as traditionally female and over 90 percent of all women, independent of occupation, agreed that women should be allowed to work in these occupations; however, fewer than two-thirds of the men in nontraditional female occupations thought that women should do their jobs. Similar patterns emerged with regard to opinions about the physical capabilities of women, both in the tables presented here and in the analysis by occupational classification into traditional and nontraditional (not shown).

Approximately 80 percent of male enlisted personnel and officers agreed that women were mentally able to perform the jobs that they (the males) were doing, with about 10 percent disagreeing and 10 percent neutral. Again, over 90 percent of both female enlisted personnel and officers, in both traditional and nontraditional occupations, agreed that females could perform that particular job. Even on this item, proportionately more men in traditional female occupations agreed than did those in nontraditional female occupations.

Nearly 80 percent of all respondents agreed that women should learn to use weapons. However, while more enlisted males than enlisted females believed that women should be given training and used in combat, more female than male officers thought so. Female officers also showed less disagreement with this item (less than 25 percent) than male officers and all enlisted personnel. Regarding responses to the question of whether women should be allowed to engage in hand-to-hand combat, the data show differences between enlisted personnel and officers, as well as between men and women. Between 40 and 46 percent of male

and female officers and enlisted males agreed that women should be allowed to engage in hand-to-hand combat, while 34 percent of enlisted females agreed. The greatest disagreement was among male officers (44 percent). Furthermore, one-fourth of all women indicated a neutral position on this item, a larger percentage of neutral responses than was found in responses to the other items in this series.

Tables 485-489 for enlisted personnel and Tables 490-494 for officers are based on responses only from individuals who had women in their primary work unit. Here, the emphasis was on the assessment of women as colleagues and the comparative treatment of women and men. Throughout, women viewed themselves more favorably than men viewed them. However, large proportions of both sexes either saw the performance and treatment of men and women as equal or expressed neutral attitudes.

Table 475

ENLISTED PERSONNEL'S GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	39.1	31.9	11.9	8.0	9.2	1,489,424
Female	73.1	19.2	5.8	0.8	1.1	106,762
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	31.9	30.8	12.5	15.2	9.5	1,485,611
Female	65.0	23.2	6.9	3.7	1.1	106,747
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	39.2	41.8	11.1	4.7	3.1	1,479,700
Female	69.2	23.1	5.6	1.8	0.3	106,404
Women Should Learn to Use Weapons						
Male	35.8	38.6	13.6	6.4	5.6	1,476,679
Female	43.6	34.2	14.5	3.6	4.1	106,274
Women Should Be Allowed to Engage in Hand-to-Hand Combat						
Male	22.2	23.3	21.5	17.0	15.9	1,479,772
Female	16.7	17.0	29.4	16.6	20.4	106,552
Women Should Be Given Training and Use in Combat Situations						
Male	23.5	27.4	18.6	14.3	16.3	1,485,137
Female	19.8	20.1	25.5	13.9	20.7	106,716

NOTE: See Survey Form 2, question 80.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 476

ARMY ENLISTED PERSONNEL'S GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	37.9	28.7	12.8	8.3	12.3	542,383
Female	72.5	18.5	6.4	1.3	1.4	44,669
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	30.5	29.1	13.7	15.0	11.7	540,571
Female	64.2	23.5	7.6	3.5	1.2	44,501
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	38.3	39.8	12.4	5.1	4.5	536,298
Female	68.7	22.9	6.6	1.7	0.1	44,452
Women Should Learn to Use Weapons						
Male	44.6	36.1	10.2	4.2	4.9	538,701
Female	53.5	34.4	8.9	1.5	1.7	44,445
Women Should Be Allowed to Engage in Hand-to-Hand Combat						
Male	26.2	23.9	20.3	14.3	15.4	537,738
Female	20.4	17.8	28.1	17.0	16.7	44,607
Women Should Be Given Training and Use in Combat Situations						
Male	26.3	25.9	17.6	12.7	17.5	541,156
Female	21.9	18.2	26.2	14.3	19.4	44,584

NOTE: See Survey Form 2, question 80.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 477

NAVY ENLISTED PERSONNEL'S GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree		Neutral	Disagree	Strongly Disagree		Total
	Agree	Agree			Disagree	Disagree	
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC							
Male	37.2	35.4	12.9	6.6	8.0	406,925	
Female	73.6	20.1	5.9	0.3	0.2	19,558	
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC							
Male	31.0	33.5	13.7	14.1	7.8	406,526	
Female	66.9	23.3	6.9	2.3	0.6	19,558	
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC							
Male	38.6	43.7	11.0	4.5	2.2	405,869	
Female	70.2	21.9	6.3	1.4	0.2	19,490	
Women Should Learn to Use Weapons							
Male	29.1	39.6	17.9	7.4	6.1	403,560	
Female	39.0	35.3	16.6	4.9	4.1	19,593	
Women Should Be Allowed to Engage in Hand-to-Hand Combat							
Male	20.6	25.2	23.5	16.7	14.0	405,110	
Female	17.7	18.2	30.2	16.1	17.9	19,619	
Women Should Be Given Training and Use in Combat Situations							
Male	22.9	31.6	19.3	13.2	13.1	406,651	
Female	23.0	25.2	22.5	13.5	15.9	19,591	

NOTE: See Survey Form 2, question 80.

^a Numbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 478
MARINE CORPS ENLISTED PERSONNEL'S GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex		Strongly Agree		Agree	Neutral	Disagree	Strongly Disagree	Total
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		34.3	31.7	12.7	8.7	12.7	144,440	
Female		74.4	17.9	5.8	0.5	1.4	4300	
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		28.6	30.9	13.6	14.9	12.0	143,757	
Female		68.6	22.4	5.6	3.0	0.4	4290	
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		35.0	40.8	14.1	5.3	4.9	143,632	
Female		70.3	22.2	5.6	1.9	0.0	4302	
Women Should Learn to Use Weapons								
Male		33.1	37.0	14.1	7.8	8.0	142,904	
Female		43.7	25.4	15.0	8.6	7.3	4306	
Women Should Be Allowed to Engage in Hand-to-Hand Combat								
Male		20.6	21.7	18.0	17.6	22.2	143,411	
Female		18.2	14.0	22.8	16.6	28.4	4285	
Women Should be Given Training and Use in Combat Situations								
Male		20.9	21.7	17.1	14.7	25.6	143,507	
Female		19.9	15.7	19.3	14.3	30.8	4320	

NOTE: See Survey Form 2, question 80.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

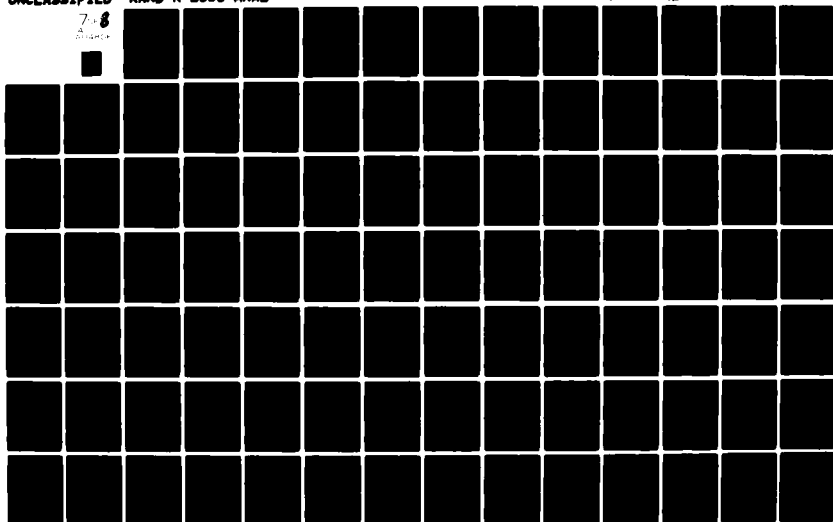
AD-A114 806

RAND CORP SANTA MONICA CA F/8 15/5
DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMY--ETC(U)
MAR 82 Z D DOERING, W P HUTZLER MOA903-80-C-0652
RAND-R-2851-MRAL NL

UNCLASSIFIED

7-8

8/1/82



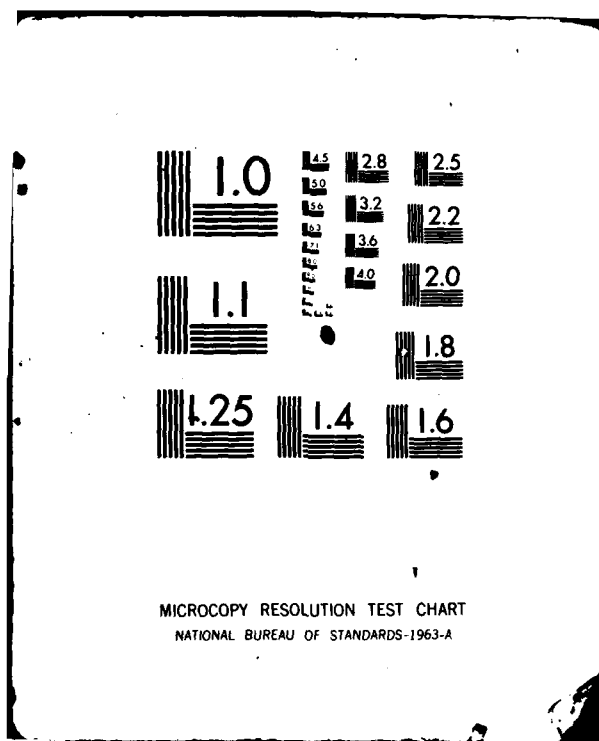


Table 479

AIR FORCE ENLISTED PERSONNEL'S GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree		Neutral	Disagree	Strongly Disagree	Total
	Agree	Agree				
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	44.4	32.6	9.4	8.8	4.9	395,882
Female	73.5	19.7	5.1	0.6	1.1	38,244
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	36.1	30.6	9.1	17.0	7.3	394,987
Female	64.6	22.8	6.4	4.9	1.3	38,402
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	42.7	42.9	8.4	4.4	1.7	394,084
Female	69.0	23.9	4.2	2.2	0.7	38,167
Women Should Learn to Use Weapons						
Male	31.4	41.6	13.9	7.8	5.3	391,714
Female	34.3	34.4	20.0	4.8	6.5	37,932
Women Should Be Allowed to Engage in Hand-to-Hand Combat						
Male	19.1	21.3	22.2	21.0	16.4	393,773
Female	11.7	15.8	31.2	16.3	25.0	38,044
Women Should Be Given Training and Use in Combat Situations						
Male	21.1	27.2	19.7	17.5	14.5	394,072
Female	15.8	20.1	27.0	13.4	23.7	38,222

NOTE: See Survey Form 2, question 80.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 480

OFFICERS' GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex		Strongly Agree		Agree	Neutral	Disagree	Strongly Disagree	Total
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		37.2		30.2	6.0	10.9	15.7	228,851
Female		91.9		6.2	1.5	0.0	0.4	16,781
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		38.5		33.8	5.7	11.0	11.0	228,874
Female		89.1		7.9	1.6	1.0	0.4	16,805
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		41.5		41.0	6.9	6.8	3.9	228,294
Female		84.4		9.6	3.2	2.3	0.5	16,712
Women Should Learn to Use Weapons								
Male		31.5		44.1	11.4	7.0	6.1	228,374
Female		48.3		32.5	13.0	3.7	2.6	16,707
Women Should Be Allowed to Engage in Hand-to-Hand Combat								
Male		17.3		22.3	16.1	22.3	22.0	228,561
Female		22.5		20.6	26.7	17.3	12.9	16,720
Women Should Be Given Training and Use in Combat Situations								
Male		18.5		27.3	13.5	19.4	21.3	228,721
Female		26.0		28.2	21.5	14.1	10.2	16,733

NOTE: See Survey Form 4, question 78.

^a Numbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 481

ARMY OFFICERS' GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	34.3	25.2	5.3	10.9	24.4	73,394
Female	90.7	5.8	2.3	0.0	1.2	5895
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	33.0	28.1	6.1	13.1	19.7	73,407
Female	88.2	7.1	2.2	1.9	0.6	5912
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC						
Male	40.5	41.4	7.0	5.1	5.9	73,160
Female	84.2	9.2	3.2	2.6	0.9	5862
Women Should Learn to Use Weapons						
Male	41.4	44.4	6.1	3.8	4.4	73,277
Female	54.1	39.4	10.1	2.0	3.4	5930
Women Should Be Allowed to Engage in Hand-to-Hand Combat						
Male	18.9	21.7	13.7	21.1	24.6	73,259
Female	24.2	18.5	22.6	20.7	14.0	5916
Women Should Be Given Training and Use in Combat Situations						
Male	17.7	23.9	11.2	20.6	26.7	73,279
Female	22.8	26.0	20.3	18.6	12.2	5913

NOTE: See Survey Form, question 78.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 482

NAVY OFFICERS' GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree		Neutral		Disagree		Strongly Disagree		Total
	Agree	Agree	Agree	Neutral	Disagree	Disagree	Disagree	Disagree	
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC									
Male	35.1	34.2	7.2	11.5	12.0				53,398
Female	91.4	6.3	2.1	0.0	0.2				3979
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC									
Male	37.2	39.5	5.8	10.9	6.7				53,503
Female	87.3	8.6	3.0	0.9	0.4				3986
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC									
Male	39.7	42.3	7.2	7.8	3.1				53,318
Female	84.6	10.7	2.6	1.4	0.7				3979
Women Should Learn to Use Weapons									
Male	24.9	42.8	15.3	9.3	7.7				53,229
Female	40.5	35.1	15.5	5.8	3.1				3986
Women Should Be Allowed to Engage in Hand-to-Hand Combat									
Male	16.4	24.5	18.3	21.3	19.5				53,389
Female	22.8	20.3	27.8	16.3	12.8				3972
Women Should Be Given Training and Use in Combat Situations									
Male	19.4	31.7	14.8	16.1	17.9				53,402
Female	29.0	28.0	20.8	13.3	8.9				3979

NOTE: See Survey Form 4, question 78.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 483

MARINE CORPS OFFICERS' GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex		Strongly Agree		Agree	Neutral	Disagree	Strongly Disagree	Total
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		18.8	22.3	7.1	15.8	36.0		15,968
Female		95.1	4.9	0.0	0.0	0.0		689
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		20.1	29.0	5.6	18.7	26.6		15,964
Female		89.9	8.4	0.0	0.0	1.7		689
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		30.6	43.7	8.4	8.4	9.0		15,923
Female		78.3	12.2	7.0	2.5	0.0		667
Women Should Learn to Use Weapons								
Male		25.2	47.8	10.1	7.1	10.0		15,920
Female		59.1	27.0	5.7	6.6	1.7		689
Women Should Be Allowed to Engage in Hand-to-Hand Combat								
Male		11.9	21.7	12.6	22.9	30.9		15,949
Female		8.4	15.3	18.6	29.1	28.6		678
Women Should Be Given Training and Use in Combat Situations								
Male		12.9	23.4	10.9	19.5	34.4		15,937
Female		20.9	19.0	14.3	22.3	23.6		662

NOTE: See Survey Form 4, question 78.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 484

AIR FORCE OFFICERS' GENERAL OPINION ABOUT WOMEN IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex		Strongly Agree		Agree	Neutral	Disagree	Strongly Disagree	Total
Women Should Be Allowed to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		44.3		33.5	5.7	9.6	6.9	86,139
Female		93.0		6.6	0.4	0.0	0.0	6219
Most Women Have the Physical Capacity to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		47.3		36.0	5.4	8.0	3.4	86,071
Female		91.1		8.1	0.2	0.4	0.2	6219
Most Women Have the Mental Aptitude to Perform the Skills in My Primary MOS/Rating/AFSC								
Male		45.5		39.3	6.2	7.2	1.7	86,006
Female		85.1		9.1	3.1	2.7	0.0	6206
Women Should Learn to Use Weapons								
Male		28.1		44.0	13.7	8.3	5.8	86,035
Female		46.6		33.4	15.0	3.6	1.5	6103
Women Should Be Allowed to Engage in Hand-to-Hand Combat								
Male		17.4		21.6	17.4	23.8	19.7	85,970
Female		22.2		23.4	30.9	13.4	10.1	6154
Women Should Be Given Training and Use in Combat Situations								
Male		19.7		28.3	15.3	20.3	16.5	86,109
Female		27.7		31.4	23.8	9.4	7.7	6180

NOTE: See Survey Form 4, question 78.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 485

**ENLISTED PERSONNEL'S PERCEPTION OF WOMEN IN THEIR
PRIMARY WORK UNIT BY SEX^a**

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	12.5	29.1	32.1	20.8	5.5	769,074
Female	19.5	27.9	26.6	20.4	5.6	102,736
Get Their Complaints Handled Faster Than Men						
Male	18.3	34.5	26.7	17.6	2.9	766,919
Female	5.4	12.2	26.8	42.5	13.2	102,723
Have Better Opportunities for Technical Training Than Men						
Male	7.1	11.2	43.1	33.2	5.5	767,488
Female	1.0	4.7	29.2	48.5	16.7	103,106
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	15.9	32.5	28.0	20.2	3.5	767,825
Female	2.0	9.5	17.8	44.3	26.5	102,873
Receive Less Respect Than Men Do as Officers and NCO's						
Male	6.7	22.7	30.0	32.9	7.8	764,305
Female	18.8	34.5	18.4	21.8	6.6	102,920
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	9.1	11.8	32.7	37.2	9.3	766,664
Female	0.9	2.5	13.9	47.1	35.6	102,744
Will Work Extra Hours When Needed						
Male	5.7	33.0	35.8	17.6	7.8	764,248
Female	25.3	51.9	18.1	3.8	1.0	102,736
Expect Special Treatment Because They Are Women						
Male	17.1	30.3	27.8	20.5	4.3	766,159
Female	2.3	8.4	16.2	41.2	32.0	103,017
Can Supervise as Well as Men						
Male	8.5	29.7	33.7	19.0	9.0	766,346
Female	48.7	37.4	10.2	2.9	0.8	103,165

NOTE: See Survey Form 2, question 82.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 486

**ARMY ENLISTED PERSONNEL'S PERCEPTION OF WOMEN
IN THEIR PRIMARY WORK UNIT BY SEX^a**

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	18.5	33.8	25.7	16.5	5.6	298,761
Female	24.9	32.7	20.5	17.5	4.4	43,605
Get Their Complaints Handled Faster Than Men						
Male	21.8	33.9	26.1	15.5	2.7	297,163
Female	6.4	13.5	26.9	40.5	12.7	43,276
Have Better Opportunities for Technical Training Than Men						
Male	11.1	15.9	44.2	24.7	4.1	296,982
Female	1.1	7.6	31.5	47.6	12.3	43,529
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	19.9	32.5	27.4	16.7	3.5	297,699
Female	2.1	11.5	19.7	44.2	22.6	43,689
Receive Less Respect Than Men Do as Officers and NCO's						
Male	9.8	23.2	29.4	30.2	7.4	295,649
Female	22.2	35.3	16.9	20.2	5.5	43,490
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	14.9	17.9	32.7	28.3	6.3	296,776
Female	1.3	3.8	14.7	51.0	29.2	43,505
Will Work Extra Hours When Needed						
Male	6.8	30.4	34.4	19.3	9.2	295,518
Female	25.8	52.9	17.5	3.6	0.3	43,731
Expect Special Treatment Because They Are Women						
Male	22.3	30.7	26.8	16.0	4.3	296,816
Female	3.1	11.0	16.4	42.3	27.2	43,706
Can Supervise as Well as Men						
Male	9.4	26.9	31.9	19.6	12.2	296,839
Female	46.2	38.3	10.9	4.2	0.5	43,640

NOTE: See Survey Form 2, question 82.

^a Numbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 487

NAVY ENLISTED PERSONNEL'S PERCEPTION OF WOMEN
IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	7.4	25.3	38.7	23.0	5.6	133,849
Female	15.6	23.3	37.4	18.8	4.9	18,761
Get Their Complaints Handled Faster Than Men						
Male	17.9	33.9	27.1	18.5	2.6	133,823
Female	4.4	13.5	27.0	41.8	13.4	18,752
Have Better Opportunities for Technical Training Than Men						
Male	4.5	9.0	43.8	37.1	5.7	133,879
Female	0.4	3.7	27.8	47.6	20.5	18,768
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	15.6	33.9	28.0	19.7	2.8	133,843
Female	1.0	8.4	19.9	46.0	24.7	18,672
Receive Less Respect Than Men Do as Officers and NCO's						
Male	5.1	22.4	33.9	31.5	7.2	133,166
Female	16.2	31.3	23.2	22.4	6.9	18,764
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	3.3	7.4	36.0	43.1	10.1	133,436
Female	0.1	1.0	12.8	48.4	37.7	18,647
Will Work Extra Hours When Needed						
Male	4.2	31.5	39.0	16.8	8.5	133,493
Female	21.6	52.3	20.6	4.7	0.8	18,615
Expect Special Treatment Because They Are Women						
Male	16.6	30.3	29.6	19.9	3.6	133,384
Female	2.2	8.3	14.3	42.0	33.2	18,678
Can Supervise as Well as Men						
Male	7.4	29.9	34.2	20.9	7.8	133,557
Female	48.5	39.5	8.8	3.2	0.0	18,826

NOTE: See Survey Form 2, question 82.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 488

**MARINE CORPS ENLISTED PERSONNEL'S PERCEPTION OF WOMEN
IN THEIR PRIMARY WORK UNIT BY SEX^a**

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	11.7	29.1	36.1	17.0	6.1	63,903
Female	19.6	27.2	30.1	16.3	6.9	4078
Get Their Complaints Handled Faster Than Men						
Male	27.0	34.8	23.1	12.9	2.2	63,898
Female	6.9	21.9	27.7	31.6	11.9	4063
Have Better Opportunities for Technical Training Than Men						
Male	10.5	14.6	44.1	26.6	4.2	63,733
Female	2.9	5.9	30.0	45.2	16.0	4086
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	21.8	32.3	28.7	13.8	3.4	63,333
Female	3.3	12.2	18.2	37.9	28.5	4083
Receive Less Respect Than Men Do as Officers and NCO's						
Male	8.7	24.7	29.6	28.0	9.0	63,304
Female	22.8	30.4	17.0	22.7	7.0	4055
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	23.5	20.0	30.0	21.7	4.8	63,536
Female	5.2	8.2	14.7	38.3	33.7	4070
Will Work Extra Hours When Needed						
Male	6.8	30.7	36.6	18.1	7.8	63,291
Female	31.6	48.5	15.9	2.5	1.5	4083
Expect Special Treatment Because They Are Women						
Male	21.6	33.1	25.9	15.4	4.1	63,459
Female	4.0	12.5	19.0	31.6	32.9	4078
Can Supervise as Well as Men						
Male	8.6	27.7	33.2	20.2	10.4	63,744
Female	49.5	35.4	9.8	3.6	1.9	4073

NOTE: See Survey Form 2, question 82.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 489

AIR FORCE ENLISTED PERSONNEL'S PERCEPTION OF WOMEN
IN THEIR PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	8.7	25.8	25.1	25.3	5.2	272,676
Female	15.1	24.6	28.0	25.2	7.3	36,294
Get Their Complaints Handled Faster Than Men						
Male	12.7	35.2	28.0	20.6	3.6	272,150
Female	4.6	8.9	26.6	46.3	13.7	36,634
Have Better Opportunities for Technical Training Than Men						
Male	3.1	6.3	41.4	42.0	7.3	273,002
Female	0.8	1.5	27.2	50.5	20.0	36,724
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	10.1	31.8	28.4	25.7	3.9	273,066
Female	2.1	7.3	14.3	44.2	32.0	36,431
Receive Less Respect Than Men Do as Officers and NCO's						
Male	3.5	24.0	28.8	37.6	8.2	272,297
Female	15.7	35.6	17.8	23.1	7.7	36,612
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	2.3	5.3	31.7	47.6	13.2	273,016
Female	0.5	1.0	13.3	42.7	42.5	36,524
Will Work Extra Hours When Needed						
Male	4.9	37.2	35.7	16.1	6.1	272,052
Female	25.9	50.8	17.7	3.6	1.9	36,308
Expect Special Treatment Because They Are Women						
Male	10.6	29.3	28.5	26.9	4.7	272,616
Female	1.2	4.6	16.8	40.6	36.8	36,556
Can Supervise as Well as Men						
Male	8.0	33.2	35.7	17.3	5.9	272,311
Female	51.9	35.5	10.0	1.2	1.5	36,628

NOTE: See Survey Form 2, question 82.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 490

OFFICERS' PERCEPTION OF WOMEN IN THEIR PRIMARY
WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	4.2	16.4	39.4	32.5	7.6	128,205
Female	9.5	14.8	23.0	31.4	21.3	16,174
Get Their Complaints Handled Faster Than Men						
Male	6.2	29.3	31.8	28.1	4.6	128,318
Female	1.7	6.9	25.7	45.0	20.8	16,197
Have Better Opportunities for Technical Training Than Men						
Male	1.7	7.1	40.9	43.7	6.6	128,286
Female	0.8	2.9	22.7	50.1	23.4	16,145
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	8.3	29.9	25.1	31.4	5.3	128,427
Female	1.3	6.5	13.0	41.9	37.4	16,159
Receive Less Respect Than Men Do as Officers and NCO's						
Male	4.9	31.8	24.7	33.4	5.3	128,245
Female	15.8	38.3	12.5	23.3	10.1	16,129
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	3.1	9.5	31.2	46.2	10.0	128,093
Female	0.7	1.8	10.0	45.7	41.8	16,113
Will Work Extra Hours When Needed						
Male	7.9	50.1	28.5	11.0	2.5	128,131
Female	41.8	46.9	8.7	2.1	0.6	16,047
Expect Special Treatment Because They Are Women						
Male	4.9	24.5	28.8	35.7	6.2	128,181
Female	0.6	4.5	10.1	42.0	42.8	16,135
Can Supervise as Well as Men						
Male	7.2	41.5	27.1	20.3	3.9	128,384
Female	57.8	34.3	5.0	2.2	0.7	16,204

NOTE: See Survey Form 4, question 80.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 491

**ARMY OFFICERS' PERCEPTION OF WOMEN IN THEIR PRIMARY
WORK UNIT BY SEX^a**

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	7.5	21.0	30.5	32.1	8.9	40,913
Female	11.9	15.8	19.3	32.2	20.8	5760
Get Their Complaints Handled Faster Than Men						
Male	6.8	28.5	30.7	28.1	5.9	41,043
Female	1.5	6.2	27.4	46.4	18.6	5777
Have Better Opportunities for Technical Training Than Men						
Male	3.2	8.7	41.2	39.8	7.1	41,077
Female	0.9	2.9	21.2	51.8	23.2	5744
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	11.2	32.4	21.8	28.6	6.1	41,077
Female	1.2	7.0	13.9	41.7	36.2	5777
Receive Less Respect Than Men Do as Officers and NCO's						
Male	7.0	34.4	24.6	28.4	5.7	41,043
Female	17.1	40.7	9.1	22.8	10.3	5760
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	3.9	9.4	31.6	44.5	10.6	40,978
Female	0.9	2.0	10.2	46.9	40.0	5777
Will Work Extra Hours When Needed						
Male	9.4	49.4	24.0	13.1	4.1	40,992
Female	44.3	43.6	9.7	1.8	0.6	5744
Expect Special Treatment Because They Are Women						
Male	7.6	27.6	26.8	30.5	7.5	41,026
Female	0.9	6.7	8.5	41.8	42.1	5760
Can Supervise as Well as Men						
Male	8.4	36.3	25.3	24.3	5.6	41,112
Female	35.7	35.5	3.8	3.2	0.9	5777

NOTE: See Survey Form 4, question 80.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 492

NAVY OFFICERS' PERCEPTION OF WOMEN IN THEIR PRIMARY
WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	2.5	17.0	39.8	32.8	7.9	25,284
Female	8.6	16.2	27.2	31.3	16.8	3895
Get Their Complaints Handled Faster Than Men						
Male	4.8	29.0	33.1	28.4	4.6	25,243
Female	1.6	7.9	25.5	46.6	18.5	3881
Have Better Opportunities for Technical Training Than Men						
Male	0.7	5.8	39.9	47.2	6.5	25,198
Female	0.7	2.7	21.8	50.5	24.3	3888
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	6.7	30.2	26.6	32.3	4.3	25,289
Female	1.6	7.2	12.2	43.9	35.1	3868
Receive Less Respect Than Men Do as Officers and NCO's						
Male	4.9	33.7	24.9	31.1	5.4	25,167
Female	13.1	37.3	15.6	24.7	9.3	3881
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	2.1	7.3	31.6	48.2	10.8	25,184
Female	0.0	0.9	12.6	44.5	42.0	3874
Will Work Extra Hours When Needed						
Male	6.7	50.1	32.3	9.1	1.8	25,244
Female	39.4	50.5	7.0	2.5	0.5	3854
Expect Special Treatment Because They Are Women						
Male	3.9	24.4	29.1	36.5	6.2	25,259
Female	0.5	3.2	11.3	42.5	42.4	3874
Can Supervise as Well as Men						
Male	6.6	43.8	25.5	20.4	3.8	25,266
Female	58.0	34.7	5.2	1.6	0.5	3888

NOTE See Survey Form 4, question 80.

^a Numbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 493

MARINE CORPS OFFICERS' PERCEPTION OF WOMEN IN THEIR
PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	5.2	18.0	35.4	34.6	6.8	8328
Female	12.3	30.1	17.2	31.1	9.3	544
Get Their Complaints Handled Faster Than Men						
Male	9.7	32.5	24.8	30.0	3.0	8326
Female	0.0	26.4	22.8	35.7	15.1	552
Have Better Opportunities for Technical Training Than Men						
Male	3.0	10.1	40.0	42.5	4.5	8336
Female	0.0	4.1	22.3	51.2	22.4	552
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	11.1	33.8	21.5	29.3	4.2	8337
Female	1.4	5.1	20.7	38.9	33.9	541
Receive Less Respect Than Men Do as Officers and NCO's						
Male	8.1	35.6	20.0	31.8	4.6	8302
Female	17.3	50.7	7.4	13.1	11.7	552
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	8.9	16.8	29.2	38.1	6.9	8330
Female	5.0	0.9	10.4	31.6	52.1	552
Will Work Extra Hours When Needed						
Male	6.9	51.6	28.6	9.7	3.3	8297
Female	45.8	47.6	5.1	1.4	0.0	541
Expect Special Treatment Because They Are Women						
Male	7.8	25.2	27.8	34.6	4.6	8304
Female	0.0	12.9	17.4	33.4	36.4	552
Can Supervise as Well as Men						
Male	5.9	40.5	23.9	22.5	7.1	8308
Female	62.6	29.2	8.3	0.0	0.0	552

NOTE: See Survey Form 4, question 80.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

Table 494

AIR FORCE OFFICERS' PERCEPTION OF WOMEN IN THEIR
PRIMARY WORK UNIT BY SEX^a

Opinion and Respondents' Sex	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Compared to Their Male Counterparts, Are More Likely to Work Outside the Career Field for Which They Were Trained						
Male	2.3	12.4	46.6	32.3	6.5	53,684
Female	7.5	11.6	24.4	30.6	25.8	5974
Get Their Complaints Handled Faster Than Men						
Male	5.9	29.5	33.0	27.7	3.9	53,710
Female	2.2	5.6	24.4	45.4	24.9	5987
Have Better Opportunities for Technical Training Than Men						
Male	0.9	6.0	41.2	45.2	6.7	53,678
Female	0.9	3.0	24.8	48.1	23.2	5962
Cannot Take Criticism or Discipline as Well as Male Counterparts						
Male	6.4	27.4	27.5	33.5	5.2	53,728
Female	1.1	5.6	11.8	41.1	40.4	5974
Receive Less Respect Than Men Do as Officers and NCO's						
Male	2.7	28.3	25.4	38.6	5.0	53,737
Female	16.3	35.3	14.2	23.8	10.4	5936
Are Promoted Ahead of Men Even if the Man is Better Qualified						
Male	2.1	9.4	31.1	47.8	9.6	53,604
Female	0.4	2.4	8.1	46.6	42.5	5910
Will Work Extra Hours When Needed						
Male	7.5	50.5	30.0	10.4	1.5	53,601
Female	40.5	47.7	9.0	2.2	0.7	5910
Expect Special Treatment Because They Are Women						
Male	2.9	22.0	30.3	39.4	5.5	53,594
Female	0.4	2.4	10.2	42.7	44.3	5949
Can Supervise as Well as Men						
Male	6.9	44.5	29.7	16.9	2.1	53,702
Female	59.4	32.5	5.6	1.9	0.6	5987

NOTE: See Survey Form 4, question 80.

^aNumbers in the column labeled "Total" represent the weighted number of responses in the corresponding rows. The other row entries are row percentages. No column percentages are given in this table.

XVI. SATISFACTION, MORALE, AND PROBLEMS
IN MILITARY LIFE

This section summarizes the assessments by enlisted personnel and officers of their satisfaction with military life as a whole and their morale. It also provides information about the complaint channels--the individuals and organizations in and out of the military--to which they turn with complaints, grievances, and problems.

The first set of tables is based on the answers to one of the final items on each survey questionnaire: How satisfied or dissatisfied are you with the military as a way of life? The responses to this question are displayed for each Service and for the Armed Forces as a whole by sex (Tables 495 for enlisted personnel and 496 for officers), by assignment locations, divided into United States and foreign (Tables 497 and 498), by pay grade (Tables 499-503 and 504-508), and by race (Tables 509 and 510).

Overall, enlisted men expressed somewhat higher levels of dissatisfaction than enlisted women (about 28 percent of the men and 23 percent of the women indicated the two lowest levels of satisfaction on a seven-point scale). The difference between the sexes was most evident in the Navy, where 36 percent of the men but only 20 percent of the women showed dissatisfaction, followed by the Marine Corps (31 percent of the men and 26 percent of the women). At the other end of the scale, high levels of satisfaction were reported by similar fractions of both men and women (about 17 percent of both men and women marked the two highest levels on the seven-point scale). The overall percentages obscure the sex differences within Services. For example, 20 percent of the women in the Navy marked the two highest levels, while only 12 percent of the men did so. In the Army, about 18 percent of the men and 16 percent of the women selected the two highest response categories. Air Force men and women appeared to have the highest levels of general satisfaction with military life. Officers of both sexes were less likely than enlisted personnel to express overall dissatisfaction.

Where the respondents (both officers and enlisted personnel) were stationed--whether in the United States or overseas--appeared to make

no difference in the level of satisfaction; Tables 497 and 498 may, however, obscure differences that will emerge with more detailed locational analyses. Both enlisted personnel and officers in higher pay grades expressed higher levels of overall satisfaction with the military than those in lower grades. Satisfaction at the higher levels reflects some self-selection; that is, those who were dissatisfied left the Armed Forces before they reached the higher pay grades. Within enlisted pay-grade groups, levels of both dissatisfaction and satisfaction (upper two scale points and lower two scale points) varied considerably among Services. For example, about half of the Navy enlisted personnel in the E-1 to E-3 group and the E-4 group were dissatisfied, but only about one-fourth of Air Force enlisted personnel in these two pay-grade groups marked the two lower scale points. Furthermore, in every pay-grade group, slightly less than 10 percent of Navy personnel marked the highest two scale points, whereas among Air Force personnel, satisfaction ranged from 13 percent to 34 percent. Army and Marine Corps enlisted personnel expressed similar (to each other), intermediate levels of satisfaction.

In general, smaller percentages of black than white and other enlisted personnel and officers showed high levels of dissatisfaction. At the satisfaction end of the scale, black enlisted personnel responded similarly to other enlisted personnel. Black officers in the Army and, especially, the Air Force expressed higher levels of satisfaction than did their fellow white officers; in the Navy and Marine Corps, however, whites and others indicated greater satisfaction.

The next sets of tables show five levels of agreement with the following four statements about military life:

Life in the military is about what I expected it to be.

Military personnel in the future will not have as good retirement benefits as I have now.

My military pay and benefits will not keep up with inflation.

My family would be better off if I took a civilian job.

The data are displayed by Service and sex (Tables 511-514 for enlisted personnel and 515-518 for officers) and by Service and race (Tables 519-522 for enlisted personnel and 523-526 for officers).

The survey also sought the respondents' views of the overall morale of military personnel at their current location, including at sea. The data are presented, by location and size of location, in Tables 527-531 for enlisted personnel and 532-536 for officers. Among enlisted personnel, overall Service differences were small, with approximately one-third indicating that morale was low (lowest two scale points) and about 10 percent that it was high (highest two scale points). Officers also showed only small differences on this item among Services, but had a markedly different view of levels of morale from enlisted personnel. Overall, about 16 percent indicated that morale was low and 18 percent that it was high. Within Services, differences among locations and size of installation should be examined further.

The final set of tables provides data on the internal and external channels that military personnel use in their efforts to solve problems. Respondents were asked whether they had or had not used any of the listed channels to solve a complaint, grievance, or problem; more than one channel could be marked for one or several problems. Respondents who indicated that they had not used any of the listed channels were excluded from the tables. The results are displayed first by respondents' assignment location (CONUS, non-CONUS, or sea [Navy and Marine Corps only]) in Tables 537-541 for enlisted personnel and 542-546 for officers and then by their marital status in Tables 547-551 for enlisted personnel and 552-556 for officers.

In general, enlisted personnel and officers alike tried to resolve problems within the available military channels. However, a percentage of both groups turned to political channels and civilian agencies. Some 4.4 percent of enlisted personnel and 2.5 percent of officers reported that they had called on their congressmen for this purpose. Among enlisted personnel, a higher percentage of Army and Navy personnel reported turning to congressmen; Service differences among officers were not apparent. During a single year, then, the Congress evidently received over 50,000 complaints from members of the Armed Forces.

Table 495

GENERAL SATISFACTION OF ENLISTED PERSONNEL WITH MILITARY LIFE BY SEX^a

Level of Satisfaction	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Very Dissatisfied-- 1	16.7 39.0	12.6 45.9	19.6 34.0	9.9 15.9	18.3 11.6	13.1 4.6	9.1 15.4	10.5 33.5	15.6	11.4
2	10.7 33.2	13.4 48.1	16.1 35.8	10.4 16.6	13.1 10.7	12.4 4.3	9.7 21.3	9.9 31.1	12.1	11.6
3	14.1 34.5	14.3 39.7	16.7 30.3	15.9 19.6	14.4 9.5	15.2 4.1	14.5 25.7	15.0 36.5	15.0	14.9
4	24.2 38.8	2.8 40.0	22.5 24.2	1.3 19.2	21.2 9.2	24.7 4.2	23.9 27.8	24.1 36.6	22.8	23.9
5	16.5 34.5	21.0 44.4	15.0 23.3	18.8 17.6	15.4 8.7	15.1 3.1	22.0 33.5	18.9 34.9	17.5	19.6
6	11.5 34.9	12.1 34.6	8.8 19.7	15.3 19.3	12.6 10.4	13.7 3.8	15.9 35.1	17.0 42.3	12.0	14.5
Very Satisfied--7	6.3 44.9	3.6 53.6	3.4 18.3	4.7 31.0	5.0 9.7	5.7 8.3	4.8 25.0	4.6 60.7	5.1	2.8
Total Personnel	553,509 36.5	44,597 41.4	410,427 27.1	19,744 18.3	149,983 9.9	4328 4.0	402,185 26.5	38,960 36.2	1,516,104	107,629

NOTE: See Survey Form 1, question 105.

^aRow percentages are calculated separately for males and females.

Table 496

GENERAL SATISFACTION OF OFFICERS WITH MILITARY LIFE BY SEX^a

Level of Satisfaction	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Very Dissatisfied-- 1	4.1 31.0	5.0 42.1	4.3 23.6	2.0 11.3	3.8 6.2	4.1 4.2	4.4 39.1	4.8 42.4	4.2	4.2
2	9.2 30.9	6.1 35.9	10.3 25.1	6.1 24.5	6.6 4.8	5.4 3.7	9.9 39.2	5.8 36.0	9.5	6.0
3	14.2 29.7	11.3 36.1	15.8 24.1	10.6 22.9	12.1 5.5	9.4 3.5	16.4 40.8	11.2 37.5	15.3	11.0
4	14.4 27.5	19.1 37.9	18.4 25.5	17.1 23.0	16.1 6.6	15.8 3.7	18.0 40.3	17.0 35.5	16.8	17.7
5	24.9 31.8	23.2 34.8	24.7 23.0	22.3 22.7	22.4 6.2	20.7 3.6	25.9 39.0	24.6 38.8	25.1	23.4
6	23.7 35.2	24.3 32.7	19.5 21.1	31.2 28.4	27.3 8.8	32.8 5.2	20.0 34.8	23.9 33.7	21.6	26.1
Very Satisfied--7	9.5 41.0	11.1 33.5	7.0 22.1	10.6 21.8	11.8 11.0	11.8 4.2	5.1 25.9	12.7 40.5	7.4	11.6
Total Personnel	73,701 32.1	5910 35.2	53,665 23.3	4002 23.8	15,982 7.0	691 4.1	86,518 37.6	6203 36.9	229,867	16,806

NOTE: See Survey Form 3, question 96.

^aRow percentages are calculated separately for males and females.

Table 497

GENERAL SATISFACTION OF ENLISTED PERSONNEL WITH MILITARY LIFE BY U.S./FOREIGN ASSIGNMENT^a

Level of Satisfaction	Army		Navy		Marine Corps		Air Force		DoD Total	
	U.S.	Foreign	U.S.	Foreign	U.S.	Foreign	U.S.	Foreign	U.S.	Foreign
Very Dissatisfied--1	16.3	16.7	20.1	11.9	18.4	17.4	9.9	6.6	15.9	13.6
	31.9	68.2	38.8	11.0	12.0	8.5	17.3	12.2		
2	10.1	12.5	16.1	13.3	13.3	11.8	9.9	9.3	12.2	11.7
	25.9	59.1	40.4	14.3	11.2	6.7	22.5	19.9		
3	13.3	15.9	17.1	14.4	14.2	15.3	14.7	14.2	14.9	15.2
	27.8	57.9	35.0	12.0	9.9	6.7	27.3	23.4		
4	25.0	22.4	20.4	22.3	21.0	23.3	23.8	24.4	22.9	23.0
	34.2	54.2	27.4	12.3	9.5	6.8	28.9	26.7		
5	16.6	17.2	14.4	20.8	15.7	14.1	20.9	24.9	17.0	19.4
	30.5	49.2	25.9	13.5	9.5	4.9	34.0	32.4		
6	12.3	10.4	8.5	12.5	12.7	12.7	16.1	16.2	12.2	12.2
	31.4	47.0	21.4	12.9	10.7	6.9	36.5	33.3		
Very Satisfied--7	6.5	5.0	3.3	4.8	4.9	5.5	4.8	4.5	4.9	4.9
	41.8	56.7	20.8	12.4	10.4	7.5	27.1	23.4		
Total	393,283	204,040	385,140	46,419	130,227	24,498	349,294	92,624	1,257,944	367,581
Personnel	31.3	55.5	30.6	12.6	10.4	6.7	27.8	25.2		

NOTE: See Survey Form 1, question 105.

^a Row percentages are calculated separately for each column category.

Table 498

GENERAL SATISFACTION OF OFFICERS WITH MILITARY LIFE BY U.S./FOREIGN ASSIGNMENT^a

Satisfaction	Army		Navy		Marine Corps		Air Force		DoD Total	
	U.S.	Foreign	U.S.	Foreign	U.S.	Foreign	U.S.	Foreign	U.S.	Foreign
Very Dissatisfied--1	4.0	4.5	4.3	2.5	3.7	5.0	4.6	3.6	4.3	4.0
	26.8	56.7	25.6	8.3	6.3	5.6	41.2	29.5		
2	8.7	9.8	9.9	10.7	6.3	8.6	9.4	11.2	9.1	10.3
	27.4	47.3	27.8	13.4	5.0	3.7	39.8	35.6		
3	14.3	13.5	15.9	11.2	11.4	15.3	15.8	19.1	15.1	15.1
	27.2	44.6	27.0	9.5	5.5	4.5	40.4	41.4		
4	14.6	15.4	18.8	14.2	16.8	9.7	18.7	13.9	17.4	14.5
	24.1	53.1	27.5	12.6	7.0	2.9	41.4	31.4		
5	23.3	28.5	24.2	27.8	22.8	20.2	25.5	27.5	24.3	27.7
	27.4	51.3	25.4	13.0	6.8	3.2	40.4	32.5		
6	24.7	20.6	20.2	22.0	27.8	25.4	20.6	18.0	22.2	20.2
	31.9	51.0	23.2	14.1	9.1	5.6	35.8	29.3		
Very Satisfied--7	10.4	7.6	6.8	11.6	11.2	15.8	5.4	6.8	7.6	8.2
	39.1	46.2	22.9	18.2	10.6	8.5	27.4	27.1		
Total	58,443	21,468	52,133	5559	14,816	1897	78,648	14,122	204,042	43,046
Personnel	28.6	49.9	25.6	12.9	7.3	4.4	38.5	32.8		

NOTE: See Survey Form 3, question 96.

^aRow percentages are calculated separately for each column category.

Table 499

GENERAL SATISFACTION OF ENLISTED PERSONNEL WITH
MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Very Dissatisfied--1	25.2	20.1	13.1	5.8	15.3
	30.0	37.6	22.0	10.3	
2	15.9	14.5	11.5	7.7	12.1
	23.9	34.3	24.4	17.4	
3	14.9	16.6	15.9	12.4	15.0
	18.2	31.9	27.4	22.6	
4	22.7	22.6	25.1	21.4	22.9
	18.1	28.2	28.2	25.5	
5	12.4	15.2	18.2	22.7	17.5
	12.9	24.9	26.8	35.4	
6	7.1	8.3	11.9	20.0	12.2
	10.7	19.5	25.1	44.8	
Very Satisfied--7	1.8	2.6	4.3	10.0	4.9
	6.6	15.4	22.4	55.6	
Total Personnel	296,797	466,702	419,401	444,891	1,627,791
	18.2	28.7	25.8	27.3	

NOTE: See Survey Form 1, question 105.

Table 500

GENERAL SATISFACTION OF ARMY ENLISTED PERSONNEL
WITH MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Very Dissatisfied--1	28.8	21.7	12.1	7.4	16.3
	22.7	46.6	18.4	12.4	
2	15.8	13.1	9.8	7.0	11.0
	18.5	41.9	22.0	17.6	
3	15.9	17.4	12.6	10.6	14.2
	14.4	43.0	22.0	20.6	
4	22.3	23.8	29.3	21.0	24.2
	11.8	34.5	29.9	23.8	
5	10.8	14.6	19.3	19.9	16.7
	8.3	30.5	28.5	32.7	
6	5.0	6.6	11.7	20.8	11.6
	5.6	20.1	24.9	49.4	
Very Satisfied--7	1.3	2.8	5.2	13.2	6.0
	2.8	16.3	21.3	59.7	
Total Personnel	76,894	209,769	147,856	164,174	598,693
	12.8	35.0	24.7	27.4	

NOTE: See Survey Form 1, question 105.

Table 501

GENERAL SATISFACTION OF NAVY ENLISTED PERSONNEL
WITH MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Very Dissatisfied--1	29.2	26.6	21.0	5.9	19.2
	29.0	29.6	32.1	9.3	
2	19.6	20.3	15.7	10.3	15.8
	23.7	27.4	29.0	19.9	
3	13.3	16.1	21.1	15.3	16.8
	15.1	20.5	36.8	27.6	
4	19.5	17.2	20.6	23.8	20.6
	18.0	17.8	29.3	34.9	
5	11.2	12.0	12.7	22.2	15.1
	14.1	17.0	24.5	44.5	
6	5.9	5.7	7.0	15.2	9.0
	12.5	13.5	22.8	51.3	
Very Satisfied--7	1.3	2.0	1.9	7.4	3.5
	7.1	12.3	16.2	64.5	
Total Personnel	82,369	92,029	126,515	131,185	432,097
	19.1	21.3	29.3	30.4	

NOTE: See Survey Form 1, question 105.

Table 502

GENERAL SATISFACTION OF MARINE CORPS ENLISTED PERSONNEL
WITH MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Very Dissatisfied--1	27.5	19.2	11.4	6.9	18.2
	60.2	19.2	12.1	8.6	
2	15.2	18.0	11.5	7.8	13.1
	46.4	24.9	17.1	11.7	
3	15.0	17.5	13.7	11.1	14.3
	41.8	22.2	18.5	17.5	
4	21.7	21.3	22.1	20.0	21.3
	40.6	18.1	20.0	21.2	
5	11.3	14.2	19.1	20.7	15.5
	29.3	16.7	23.9	30.2	
6	7.4	7.7	16.7	22.3	12.6
	23.4	11.1	25.6	39.9	
Very Satisfied--7	1.9	2.1	5.7	12.3	5.0
	15.0	7.5	22.0	55.6	
Total Personnel	61,858	28,120	30,034	35,061	155,072
	39.9	18.1	19.4	22.6	

NOTE: See Survey Form 1, question 105.

Table 503

GENERAL SATISFACTION OF AIR FORCE ENLISTED PERSONNEL
WITH MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade				Total
	E-1 to E-3	E-4	E-5	Over E-5	
Very Dissatisfied--1	15.3	13.5	6.1	3.1	9.2
	28.5	45.5	17.4	8.7	
2	12.4	12.1	9.1	6.0	9.8
	21.7	38.3	24.2	15.9	
3	15.7	15.7	15.0	11.9	14.5
	18.5	33.4	26.9	21.2	
4	27.3	24.5	25.4	19.6	24.0
	19.5	31.6	27.6	21.3	
5	16.2	18.6	22.8	28.1	21.7
	12.8	26.5	27.3	33.4	
6	10.4	12.7	16.3	23.6	16.1
	11.1	24.5	26.4	38.0	
Very Satisfied--7	2.7	2.9	5.3	7.8	4.8
	9.6	18.9	29.1	42.4	
Total Personnel	75,683	136,815	115,016	114,499	442,012
	17.1	31.0	26.0	25.9	

NOTE: See Survey Form 1, question 105.

Table 504

GENERAL SATISFACTION OF OFFICERS WITH MILITARY
LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade						Total
	O-1	O-2	O-3	O-4	O-5	O-6	
Very Dissat- isfied--7	4.6	5.3	5.4	3.0	2.1	3.0	4.3
	10.9	19.7	44.9	14.2	6.4	4.0	
2	9.1	12.6	11.2	7.7	5.5	3.2	9.3
	9.9	21.3	42.5	16.6	7.8	1.9	
3	14.3	19.3	16.6	14.0	12.8	5.1	15.1
	9.6	20.0	38.7	18.7	11.2	1.9	
4	17.0	18.9	18.1	18.3	12.5	9.9	17.0
	10.1	17.5	37.6	21.7	9.7	3.3	
5	30.4	23.2	24.8	25.1	24.7	21.1	25.0
	12.3	14.6	35.0	20.3	13.1	4.8	
6	18.5	16.3	18.4	24.8	30.7	31.5	21.8
	8.6	11.8	29.9	23.0	18.7	8.2	
Very Satisfied--7	6.1	4.5	5.5	7.1	11.7	26.2	7.7
	8.0	9.1	25.2	18.5	20.0	19.2	
Total Personnel	24,821	38,681	86,832	49,561	32,508	13,907	246,311
	10.1	15.7	35.3	20.1	13.2	5.7	

NOTE: See Survey Form 3, question 96.

Table 505

GENERAL SATISFACTION OF ARMY OFFICERS WITH
MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade						Total
	0-1	0-2	0-3	0-4	0-5	0-6	
Very Dissat- isfied--1	7.7 19.0	6.2 24.0	3.5 28.7	3.2 15.7	2.5 8.2	3.2 4.4	4.2
2	11.5 13.3	14.4 25.9	8.7 33.1	6.4 14.6	6.8 10.5	4.0 2.6	8.9
3	13.4 9.8	18.8 21.5	15.0 36.0	12.8 18.6	13.5 13.1	2.4 1.0	14.1
4	17.4 12.0	17.6 19.0	15.2 34.4	16.0 21.9	8.7 8.0	12.1 4.7	14.9
5	29.3 12.2	25.1 16.3	24.7 33.7	24.5 20.2	24.4 13.5	17.5 4.1	24.7
6	13.9 6.1	13.4 9.2	25.0 35.7	27.3 23.5	29.5 17.1	34.5 8.4	23.6
Very Satisfied--7	6.9 7.3	4.5 7.5	8.0 27.8	10.0 21.0	14.7 20.8	26.4 15.7	9.7
Total Personnel	8198 10.3	12,800 16.1	26,892 33.8	16,228 20.4	10,920 13.7	4584 5.8	79,621

NOTE: See Survey Form 3, question 96.

Table 506

GENERAL SATISFACTION OF NAVY OFFICERS WITH
MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade						Total
	0-1	0-2	0-3	0-4	0-5	0-6	
Very Dissat- isfied--1	4.8 16.9	4.8 18.1	5.7 39.7	3.2 16.2	2.1 6.1	1.8 3.0	4.2
2	8.5 12.3	15.8 24.8	12.5 36.5	8.4 17.7	4.5 5.5	4.4 3.1	10.0
3	17.3 16.3	22.3 22.7	14.9 28.0	16.4 22.2	10.9 8.6	4.9 2.2	15.5
4	17.5 13.9	20.0 17.2	20.1 32.1	20.3 23.4	15.0 10.0	8.8 3.4	18.3
5	30.9 18.4	18.0 11.6	25.1 30.0	24.4 21.0	25.7 12.9	21.0 6.1	24.5
6	15.7 11.3	16.1 12.6	16.5 23.8	22.4 23.4	29.0 17.6	32.7 11.5	20.2
Very Satisfied--7	5.3 10.6	3.1 6.8	5.2 21.0	4.8 13.9	13.0 21.9	26.4 25.8	7.3
Total Personnel	8368 14.6	9069 15.8	16,777 29.2	12,098 21.1	7052 12.3	4077 7.1	57,442

NOTE: See Survey Form 3, question 96.

Table 507

GENERAL SATISFACTION OF MARINE CORPS OFFICERS
WITH MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade						Total
	0-1	0-2	0-3	0-4	0-5	0-6	
Very Dissat- isfied--1	3.0 12.7	6.4 43.5	3.4 25.1	3.4 15.9	0.7 1.4	1.6 1.4	3.8
2	4.3 10.6	1.1 36.0	6.8 29.3	7.2 19.5	3.3 4.2	0.8 0.4	6.6
3	12.5 16.8	13.7 29.5	13.6 32.0	10.2 15.2	8.6 6.0	1.6 0.5	12.0
4	15.0 15.3	17.2 27.9	18.8 33.3	13.8 15.5	9.6 5.0	13.4 2.9	15.9
5	24.0 17.3	19.8 22.8	25.1 31.5	22.6 17.9	21.5 8.0	16.5 2.6	22.5
6	33.1 19.5	23.9 22.5	22.3 23.0	29.6 19.3	39.7 12.0	29.9 3.8	27.5
Very Satisfied--7	8.2 11.3	9.9 21.9	10.0 24.2	13.1 20.0	16.6 11.8	36.2 10.8	11.7
Total Personnel	2702 16.2	4326 25.9	4721 28.3	2981 17.9	1389 8.3	584 3.5	16,704

NOTE: See Survey Form 3, question 96.

Table 508

GENERAL SATISFACTION OF AIR FORCE OFFICERS
WITH MILITARY LIFE BY PAY GRADE

Level of Satisfaction	Pay Grade						Total
	0-1	0-2	0-3	0-4	0-5	0-6	
Very Dissat- isfied--1	0.5 0.6	4.4 13.4	6.8 63.8	2.6 11.6	1.9 6.0	4.1 4.6	4.5
2	8.8 5.5	9.7 13.6	12.9 55.5	3.4 17.1	5.2 7.6	1.5 0.8	9.7
3	12.0 4.4	19.5 16.1	18.7 47.8	14.2 17.2	13.7 11.9	8.3 2.6	16.3
4	16.7 5.5	20.1 15.0	19.2 44.1	19.7 21.5	14.7 11.5	8.3 2.3	18.1
5	34.5 8.0	26.1 13.6	24.7 39.6	26.5 20.2	24.8 13.6	25.5 5.0	25.9
6	22.2 6.6	16.8 11.3	14.3 29.5	23.5 23.1	31.7 22.5	27.9 7.0	20.1
Very Satisfied--7	5.3 5.7	3.5 8.4	3.4 25.2	5.1 18.0	8.0 20.5	24.5 22.2	5.6
Total Personnel	5553 6.0	12,487 13.5	38,444 41.5	18,256 19.7	13,148 14.2	4662 5.0	92,549

NOTE: See Survey Form 3, question 96.

Table 509
GENERAL SATISFACTION OF ENLISTED PERSONNEL WITH MILITARY LIFE BY RACE^a

Level of Satisfaction	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Very Dissatisfied--1	14.8	17.4	15.6	17.0	19.3	19.0	17.0	18.1	17.1	7.7	9.3	10.8	13.8	15.6	15.7
	60.7	34.7	35.5	15.9	36.8	36.8	11.6	10.7	11.6	11.8	17.7	16.2			
2	8.0	12.0	10.4	11.4	17.1	12.2	9.6	14.8	10.1	5.9	10.3	10.9	8.6	13.3	11.0
	57.9	28.1	33.5	17.1	38.3	33.6	10.5	10.4	9.7	14.5	23.2	23.2			
3	12.0	15.1	15.1	14.8	17.2	15.3	13.3	15.1	13.5	9.7	15.4	15.7	12.0	15.8	15.1
	56.6	29.8	35.5	15.9	32.4	30.7	10.5	8.9	9.5	17.0	29.0	24.4			
4	27.9	21.9	25.0	24.9	14.4	24.4	26.4	19.3	25.4	25.0	23.9	22.5	26.8	21.5	24.3
	59.0	31.8	36.6	12.0	26.9	30.5	9.3	8.3	11.1	19.7	33.0	21.8			
5	18.8	16.1	16.3	18.5	14.5	17.0	14.4	15.9	15.7	28.6	20.8	18.1	20.4	17.0	16.9
	52.1	29.4	34.2	11.7	25.4	30.6	6.7	8.7	9.9	29.5	36.4	25.2			
6	11.6	12.0	10.1	10.1	9.2	7.8	13.3	12.1	13.8	17.5	15.8	16.2	12.8	12.3	11.2
	51.3	30.4	31.9	10.1	22.2	21.1	9.8	9.1	13.1	28.8	38.3	33.9			
Very Satisfied--7	6.2	5.5	7.5	3.3	3.3	4.3	6.1	4.8	4.4	5.6	4.5	5.7	5.7	4.5	5.8
	61.6	38.1	46.2	7.5	22.2	22.7	10.2	9.9	8.1	20.7	29.8	23.0			
Total Personnel	177,284	338,244	72,283	40,304	323,153	61,711	29,583	100,754	21,596	65,958	323,142	47,685	313,127	1,085,293	203,275
	56.6	31.2	35.6	12.8	29.8	30.4	9.5	9.3	10.6	21.1	29.8	23.5			

NOTE: See Survey Form 1, question 5.

^aRow percentages are calculated separately for each column category.

Table 510

GENERAL SATISFACTION OF OFFICERS WITH MILITARY LIFE BY RACE^a

Level of Satisfaction	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Very Dissatisfied--1	2.9	4.3	2.2	4.2	4.1	5.6	6.8	3.6	7.7	1.3	4.5	6.4	2.6	4.3	4.5
	50.2	31.4	20.9	16.7	23.2	25.1	14.9	5.9	9.1	18.2	39.5	45.1			
2	8.7	9.1	7.1	10.2	9.8	12.0	7.1	6.6	4.5	3.0	9.8	13.9	6.6	9.4	10.1
	60.3	30.3	29.5	16.2	25.2	24.3	6.2	4.8	2.4	17.4	39.6	43.7			
3	9.8	14.0	19.6	7.8	15.7	12.3	16.9	11.7	13.2	17.3	16.3	16.3	12.9	15.1	16.7
	35.0	28.9	49.6	6.3	25.0	15.1	7.5	5.4	4.2	51.1	40.7	31.1			
4	15.2	14.7	17.4	10.0	18.5	16.1	18.1	15.7	22.7	12.8	18.4	15.0	13.9	17.1	16.7
	50.0	26.9	44.1	7.5	26.1	19.8	7.5	6.3	7.3	35.1	40.7	28.8			
5	27.0	24.5	20.5	44.6	24.1	25.2	21.3	22.7	19.9	29.6	25.9	18.8	29.5	24.8	20.9
	42.0	30.8	41.6	15.7	23.3	24.7	4.1	6.3	5.1	38.2	40.0	28.6			
6	27.8	23.3	26.0	13.2	20.3	24.7	21.0	27.9	19.8	25.4	19.9	23.8	25.0	21.6	24.7
	51.0	33.7	44.5	5.5	22.6	20.4	4.8	8.9	4.3	38.7	34.8	30.7			
Very Satisfied--7	8.7	9.9	7.3	9.9	7.4	4.2	8.8	11.9	12.3	10.7	5.4	5.7	9.6	7.7	6.4
	41.5	40.1	48.1	10.7	22.9	13.3	5.3	10.6	10.3	42.5	26.3	28.4			
Total Personnel	4728	70,337	4501	1072	54,213	2174	591	15,591	570	3925	85,385	3387	10,316	225,526	10,633
	45.8	31.2	42.3	10.4	24.0	20.4	5.7	6.9	5.4	38.0	37.9	31.9			

NOTE: See Survey Form 3, question 96.

^aRow percentages are calculated separately for each column category.

Table 511

ENLISTED PERSONNEL'S PERCEPTION OF MILITARY LIFE BY SEX^a

Life In Military Is As Expected	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Strongly Agree	9.4 40.4	5.6 31.5	7.1 23.0	7.3 18.2	9.9 11.6	5.5 3.0	7.9 25.0	9.5 47.2	8.4	7.3
Agree	34.6 32.2	35.2 36.7	39.5 27.6	45.0 21.0	34.4 8.8	35.1 3.6	46.2 31.5	41.8 38.7	39.0	39.4
Neither Agree/ Disagree	20.5 36.3	21.0 41.8	21.2 28.2	20.5 18.2	18.9 9.2	21.3 4.1	20.2 26.3	20.3 35.8	20.5	20.7
Disagree	24.6 38.9	27.1 46.7	22.8 27.1	21.1 16.2	22.9 10.0	27.9 4.7	20.6 24.0	21.1 32.3	22.9	23.8
Strongly Disagree	10.9 42.8	11.2 52.2	9.3 27.4	6.1 12.8	13.8 14.9	10.3 4.7	5.2 14.9	7.3 30.3	9.2	8.8
Total Personnel	544,705 36.2	44,108 41.2	408,830 27.2	19,657 18.3	149,319 9.9	4324 0.3	400,502 26.6	39,091 36.5	1,503,123	107,178

NOTE: See Survey Form 1, question 104.

^a Row percentages are calculated separately for males and females.

Table 512

ENLISTED PERSONNEL'S PERCEPTION OF MILITARY LIFE BY SEX^a

Future Personnel Will Have Worse Retirement Benefits Than I	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Strongly Agree	33.8 33.3	25.4 35.3	36.5 27.1	32.0 19.8	31.5 8.5	23.9 3.3	42.8 31.1	33.4 41.6	36.7	29.5
Agree	33.1 35.3	38.1 41.9	33.1 26.5	34.8 17.1	32.5 9.5	32.0 3.5	36.3 28.6	38.2 37.5	33.9	37.3
Neither Agree/ Disagree	20.9 39.6	24.3 41.3	20.2 28.9	24.8 18.8	22.7 11.8	32.2 5.4	14.1 19.7	22.8 34.6	19.1	24.2
Disagree	8.5 42.6	9.5 54.5	7.4 28.0	7.2 18.5	9.7 13.4	10.1 5.7	4.3 16.0	4.2 21.3	7.2	7.1
Strongly Disagree	3.6 42.4	2.7 57.5	2.8 24.3	1.2 11.5	3.5 11.4	1.9 3.9	2.5 21.9	1.5 27.2	3.1	2.0
Total Personnel	541,130 36.1	43,875 41.0	407,928 27.2	19,576 18.3	148,740 9.9	4305 4.0	400,336 26.7	39,201 36.7	1,498,134	106,957

NOTE: See Survey Form 1, question 104.

^a Row percentages are calculated separately for males and females.

Table 513

ENLISTED PERSONNEL'S PERCEPTION OF MILITARY LIFE BY SEX^a

Military Pay and Benefits Won't Keep Up With Inflation	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Strongly Agree	53.4	47.7	64.5	55.8	52.1	42.3	66.2	57.6	59.7	52.6
	32.3	37.2	29.4	19.4	8.6	3.2	29.6	40.1		
Agree	27.2	31.7	24.9	27.2	28.2	36.5	24.5	27.6	25.9	29.6
	37.8	44.0	26.2	16.8	10.7	5.0	25.2	34.2		
Neither Agree/ Disagree	11.1	12.6	6.4	11.0	11.5	12.9	4.6	9.8	8.1	11.3
	49.5	45.8	21.3	17.8	14.0	4.6	15.3	31.9		
Disagree	5.7	6.4	2.9	4.8	6.8	6.5	3.2	4.3	4.4	5.4
	46.8	49.3	18.1	16.4	15.3	4.9	19.8	29.5		
Strongly Disagree	2.6	1.5	1.3	1.2	1.4	1.9	1.5	0.7	1.8	1.2
	51.8	53.4	18.8	19.3	7.7	6.6	21.7	21.7		
Total Personnel	542,244	43,915	408,838	19,597	148,377	4314	401,148	39,201	1,500,608	107,027
	36.1	41.0	27.2	18.3	9.9	4.0	26.7	36.6		

NOTE: See Survey Form 1, question 104.

^aRow percentages are calculated separately for males and females.

Table 514

ENLISTED PERSONNEL'S PERCEPTION OF MILITARY LIFE BY SEX^a

Family Better Off With Me In: Civilian Job	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Strongly Agree	33.3 32.3	22.0 38.5	47.7 34.9	28.0 21.7	39.8 10.6	25.3 4.3	31.0 22.3	23.0 35.5	37.2	23.6
Agree	20.2 34.8	21.7 45.7	21.4 27.8	19.8 18.4	21.9 10.3	24.1 5.0	21.2 27.1	16.7 31.0	21.0	19.6
Neither Agree/ Disagree	35.2 38.6	42.1 40.9	25.0 21.3	41.7 17.9	28.8 8.9	37.5 3.6	37.3 31.2	43.9 37.6	32.0	42.5
Disagree	8.8 42.5	10.6 39.4	4.5 16.3	8.0 13.2	7.0 9.2	9.9 3.6	8.9 32.0	13.3 43.8	7.5	11.1
Strongly Disagree	3.5 52.9	3.7 46.9	1.5 17.6	2.6 14.6	2.6 10.8	3.2 4.0	1.7 18.7	3.1 34.6	2.4	3.3
Total Personnel	538,625 36.1	43,680 41.3	406,371 27.2	19,345 18.3	147,420 9.9	4266 4.0	399,543 26.8	38,501 36.4	1,491,959	105,792

NOTE: See Survey Form 1, question 104.

^aRow percentages are calculated separately for males and females.

Table 515
OFFICERS' PERCEPTION OF MILITARY LIFE BY SEX^a

Life In Military Is As Expected	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Strongly Agree	15.8 38.3	16.4 36.4	13.8 24.4	15.3 23.2	17.6 9.2	23.0 6.0	9.8 28.1	14.6 34.7	13.2	15.7
Agree	54.2 31.0	54.4 35.5	57.5 24.0	55.9 24.9	54.9 6.8	45.9 3.5	56.8 38.2	52.2 36.1	56.0	53.6
Neither Agree/ Disagree	12.3 32.1	13.3 36.5	12.3 23.4	11.2 20.8	11.4 6.4	17.6 5.7	12.4 38.0	12.7 37.0	12.2	12.8
Disagree	14.2 29.6	13.6 31.0	13.9 21.0	16.0 24.9	13.6 6.1	13.4 3.6	17.7 43.3	16.7 40.4	15.4	15.3
Strongly Disagree	3.6 36.2	2.2 30.6	2.6 19.1	1.6 15.2	2.5 5.5	0.0 0.0	3.3 39.2	3.7 54.2	3.1	2.5
Total Personnel	73,563 32.1	5878 34.9	53,561 23.3	4009 23.9	15,904 6.9	691 4.1	86,462 37.7	6229 37.1	229,491	16,807

NOTE: See Survey Form 3, question 95.

^aRow percentages are calculated separately for males and females.

Table 516

OFFICERS' PERCEPTION OF MILITARY LIFE BY SEX^a

Future Personnel Will Have Worse Retirement Benefits Than I	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Strongly Agree	43.6 32.0	33.0 35.6	38.9 20.7	27.4 20.1	45.5 7.2	40.8 5.1	46.4 40.1	34.5 39.2	43.7	32.5
Agree	37.4 30.7	39.1 32.7	41.8 24.9	41.1 23.3	37.1 6.6	32.9 3.2	39.1 37.8	46.1 40.8	39.0	41.9
Neither Agree/ Disagree	13.0 35.5	24.4 42.0	13.2 26.4	24.2 28.3	11.9 7.0	12.3 2.5	9.7 31.1	15.0 27.3	11.7	20.4
Disagree	4.9 36.3	3.3 29.1	4.6 24.9	6.1 36.4	4.7 7.5	7.9 7.9	3.6 31.4	2.9 26.7	4.3	4.0
Strongly Disagree	1.2 30.6	0.3 7.8	1.5 27.5	1.1 21.1	0.9 4.7	6.2 20.6	1.2 37.1	1.7 50.5	1.3	1.2
Total Personnel	73,755 32.1	5894 35.1	53,551 23.3	3994 23.8	15,932 6.9	680 4.0	86,692 37.7	6299 37.1	229,930	16,797

NOTE: See Survey Form 3, question 95.

^aRow percentages are calculated separately for males and females.

Table 517

OFFICERS' PERCEPTION OF MILITARY LIFE BY SEX^a

Military Pay and Benefits Won't Keep Up With Inflation	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Strongly Agree	61.5 30.2	37.3 31.1	64.2 22.9	40.1 22.8	65.1 6.9	60.7 5.9	69.4 40.1	45.4 40.2	65.4	41.9
Agree	28.0 34.6	37.9 37.2	26.2 23.5	34.5 23.1	26.3 7.0	23.8 2.7	23.9 34.8	35.5 37.0	25.9	35.6
Neither Agree/ Disagree	5.2 37.9	14.5 42.0	4.8 25.7	13.4 26.4	4.1 6.5	5.1 1.7	3.5 30.0	9.7 29.9	4.4	12.1
Disagree	4.1 38.4	8.9 32.6	3.9 26.9	11.7 29.3	3.5 7.1	10.3 4.4	2.5 27.5	8.7 33.8	3.4	9.6
Strongly Agree	1.3 41.7	1.4 60.7	0.9 21.8	0.4 10.4	1.0 7.0	0.0 0.0	0.8 29.5	0.6 28.9	1.0	0.8
Total Personnel	73,718 32.1	5861 35.0	53,557 23.3	3994 23.8	15,911 6.9	680 4.1	86,795 37.7	6216 37.1	229,982	16,751

NOTE: See Survey Form 3, question 95.

^a Row percentages are calculated separately for males and females.

Table 518
OFFICERS' PERCEPTION OF MILITARY LIFE BY SEX^a

Family Better Off With Me In Civilian Job	Army		Navy		Marine Corps		Air Force		DoD Total	
	M	F	M	F	M	F	M	F	M	F
Strongly Agree	28.8 31.9	16.1 42.3	32.0 25.8	12.2 22.0	28.4 6.8	17.2 5.3	27.3 35.5	10.9 30.4	29.0	13.2
Agree	22.9 29.4	14.7 34.1	26.9 25.1	13.8 22.1	24.2 6.7	27.6 7.5	25.8 38.8	14.7 36.3	25.0	15.0
Neither Agree/ Disagree	33.3 32.2	41.1 31.5	29.6 20.8	44.5 23.5	32.1 6.7	40.7 3.6	35.7 40.4	50.6 41.3	33.2	45.4
Disagree	12.4 36.9	19.8 37.9	10.0 21.6	20.1 26.4	12.3 7.8	10.9 2.4	9.7 33.7	16.4 33.3	10.8	18.3
Strongly Disagree	2.5 41.1	8.3 35.8	1.4 17.3	9.4 28.0	3.0 10.6	3.6 1.8	1.6 31.0	7.5 34.4	1.9	8.1
Total Personnel	73,403 32.1	5682 34.9	53,321 23.3	3908 24.0	15,829 6.9	663 4.1	86,101 37.7	6049 37.1	228,653	16,302

NOTE: See Survey Form 3, question 95.

^aRow percentages are calculated separately for males and females.

Table 519

ENLISTED PERSONNEL'S PERCEPTION OF MILITARY LIFE BY RACE^a

Life in Military Is As Expected	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Strongly Agree	9.6 57.8	8.7 33.9	9.9 39.2	8.7 12.0	6.8 26.7	7.9 26.5	9.3 9.5	9.9 11.5	10.0 11.7	9.1 20.7	7.0 28.9	8.6 22.7	9.3 9.3	8.0 8.0	9.0 9.0
Agree	33.8 54.9	35.2 26.6	33.1 32.6	32.6 12.1	41.2 30.2	37.8 31.6	30.5 8.4	36.6 8.3	31.2 9.1	40.4 24.6	47.6 34.8	40.6 26.7	34.8 34.8	40.8 40.8	36.1 36.1
Neither Agree/ Disagree	19.7 52.8	21.0 32.2	21.0 34.2	22.9 14.1	20.5 30.5	22.9 31.6	20.0 9.1	18.4 8.5	21.0 10.1	23.9 24.0	19.4 28.8	22.2 24.1	21.0 21.0	20.2 20.2	21.9 21.9
Disagree	26.3 61.2	24.3 33.1	23.8 38.0	23.8 12.7	22.7 30.0	21.7 29.4	24.1 9.6	23.0 9.4	22.2 10.5	19.0 16.6	20.9 27.5	20.8 22.2	24.2 24.2	22.7 22.7	22.3 22.3
Strongly Dis- agree	10.7 56.0	10.8 39.9	12.2 40.2	12.1 14.6	8.7 30.9	9.7 27.3	16.1 14.4	12.1 13.5	15.5 15.2	7.6 14.9	4.4 15.7	7.8 17.3	10.7 10.7	8.4 8.4	10.7 10.7
Total Personnel	173,537 56.3	334,213 30.9	71,470 35.6	39,785 12.9	323,200 29.9	60,635 30.2	29,532 9.6	100,612 9.3	21,101 10.5	65,124 21.1	322,643 29.9	47,722 23.8	307,978 307,978	1,080,668 1,080,668	200,929 200,929

NOTE: See Survey Form 1, question 104.

^aRow percentages are calculated separately for each column category.

Table 520
ENLISTED PERSONNEL'S PERCEPTION OF MILITARY LIFE BY RACE^a

Future Personnel Will Have Worse Retirement Benefits Than I	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Strongly Agree	30.5 51.7	34.2 28.4	34.9 34.9	33.3 12.9	36.9 29.7	35.0 29.9	28.4 8.2	33.7 8.4	23.5 6.9	42.1 27.2	41.7 33.5	42.0 28.3	33.1	37.2	35.4
Agree	34.3 57.4	34.4 30.1	28.4 33.1	29.7 11.3	34.2 29.1	29.7 29.6	29.7 8.5	33.6 8.9	32.3 11.2	35.8 22.8	37.5 31.8	33.4 26.2	33.6	35.2	30.4
Neither Agree/ Disagree	18.9 56.8	21.8 35.4	22.6 35.9	21.5 14.7	19.7 31.1	24.1 32.8	22.6 11.5	22.1 10.8	27.6 13.0	14.9 17.0	14.4 22.6	17.1 18.3	18.8	18.9	22.3
Disagree	11.6 64.3	6.8 33.7	9.8 43.2	10.1 12.7	7.1 34.1	7.5 28.3	13.9 13.0	8.3 12.5	11.6 15.2	4.8 10.0	4.1 19.8	4.5 13.3	10.2	6.2	8.0
Strongly Disagree	4.7 60.3	2.8 35.7	4.3 39.2	5.4 15.9	2.2 26.6	3.7 28.6	5.4 11.7	2.3 8.9	5.0 13.4	2.5 12.2	2.3 28.8	3.1 18.8	4.4	2.4	3.9
Total Personnel	171,799 56.2	332,763 30.9	70,922 35.4	39,110 12.8	322,928 29.9	60,602 30.3	29,185 9.6	100,470 9.3	21,002 10.5	65,395 21.4	322,342 29.9	47,767 23.8	305,489	1,078,053	200,293

NOTE: See Survey Form 1, question 104.

^aRow percentages are calculated separately for each column category.

Table 521

ENLISTED PERSONNEL'S PERCEPTION OF MILITARY LIFE BY RACE^a

Military Pay and Benefits Won't Keep Up with Inflation	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Strongly Agree	46.4	57.9	46.7	54.8	66.6	58.3	46.3	54.9	45.6	61.1	65.6	68.6	50.6	62.6	55.3
	51.6	28.6	29.9	13.9	31.9	31.8	8.6	8.1	8.7	25.9	31.4	29.7			
Agree	28.5	26.4	30.1	28.2	24.7	23.7	31.8	27.1	30.3	26.7	25.0	21.2	28.4	25.6	26.1
	56.5	31.9	40.9	12.7	29.0	27.5	10.6	9.9	12.3	20.2	29.2	19.4			
Neither Agree/ Disagree	14.8	9.1	11.7	9.4	5.2	11.6	12.7	10.7	13.8	6.0	4.8	5.9	12.0	6.8	10.5
	69.2	41.4	39.4	10.1	22.8	33.4	10.0	14.6	13.9	10.7	21.2	13.4			
Disagree	6.5	4.8	8.2	5.0	2.5	4.7	7.8	6.0	8.8	3.9	3.3	3.0	5.9	3.8	6.0
	62.4	39.5	48.6	10.8	19.8	23.8	12.5	14.8	15.6	14.3	25.8	12.0			
Strongly Disagree	3.8	1.7	3.4	2.6	1.0	1.7	1.4	1.3	1.4	2.3	1.3	1.4	3.1	1.3	2.2
	69.2	10.9	54.1	39.7	22.1	23.8	4.3	4.0	6.8	15.6	29.1	15.3			
Total Personnel	172,594	333,003	70,950	39,313	323,732	60,479	28,964	100,245	21,106	65,691	322,593	48,000	306,562	1,079,573	200,536
	56.3	30.8	35.4	12.8	30.0	30.2	9.4	9.3	10.5	21.4	29.9	23.9			

NOTE: See Survey Form 1, question 104.

^aRow percentages are calculated separately for each column category.

Table 522

ENLISTED PERSONNEL'S PERCEPTION OF MILITARY LIFE BY RACE^a

Family Not Better Off With Me in Civilian Job	Army			Navy			Marine Corps			Air Force			Dob Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Strongly Agree	26.9 53.9	35.4 28.4	31.3 30.1	39.7 18.1	47.9 37.3	45.0 37.0	29.4 9.9	41.1 9.9	44.5 12.7	23.6 18.1	31.3 24.3	31.2 20.2	28.1 38.5	38.5 36.8	36.8
Agree	20.4 58.1	20.4 29.4	20.2 35.8	21.0 13.6	21.9 30.6	19.2 29.0	22.0 10.5	22.2 9.6	19.7 10.3	16.3 17.7	21.8 30.4	20.9 24.9	19.8 31.1	2.1 31.1	20.0 34.7
Neither Agree/ Disagree	38.8 57.1	32.6 32.3	36.0 36.8	30.5 10.5	24.4 23.5	30.0 26.2	32.7 83.3	28.5 8.5	27.9 8.4	41.5 24.0	37.1 35.7	37.5 17.1	37.1 10.6	7.0 7.0	7.0
Disagree	9.7 51.1	8.4 37.0	9.5 48.0	6.5 7.8	4.4 18.8	4.1 18.0	11.9 10.6	5.9 7.7	5.8 8.7	15.1 30.5	8.6 36.5	7.4 25.2	10.6 3.9	2.0 2.0	2.6
Strongly Disagree	4.2 62.4	3.2 48.7	3.1 42.7	2.4 8.0	1.5 21.6	1.7 19.9	4.0 10.0	2.4 10.8	2.0 8.2	3.5 19.6	1.3 18.9	3.2 29.2	3.9 47.430	2.0 1,074,090	2.6
Total Personnel	171,149 56.3	331,413 30.9	70,460 35.4	38,958 12.8	321,828 30.0	60,190 30.3	28,791 9.5	99,698 9.3	20,819 10.5	65,343 21.5	321,151 29.9	47,430 23.8	304,241 1,074,090	198,901 23.8	198,901

NOTE: See Survey Form 1, question 104.

^a Row percentages are calculated separately for each column category.

Table 523

OFFICERS' PERCEPTION OF MILITARY LIFE BY RACE^a

Life in Military Is As Expected	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Strongly Agree	15.9 47.3	15.8 37.0	16.3 51.9	10.9 7.4	14.0 25.3	15.1 23.3	20.2 7.5	17.5 9.0	23.0 9.4	15.2 37.7	10.1 28.7	6.3 15.2	15.4 13.3	13.3 13.3	13.3
Agree	48.7 45.6	54.6 30.3	54.0 41.6	52.8 11.3	57.7 24.7	51.4 19.3	45.9 5.4	55.4 6.8	36.8 3.6	48.5 37.7	56.7 38.2	60.6 35.4	48.9 56.2	56.2 54.6	54.6
Neither Agree/ Disagree	12.8 44.2	12.3 31.5	12.0 40.0	23.4 18.5	12.0 23.5	10.9 17.7	13.1 5.7	11.6 6.6	16.1 6.9	11.0 31.6	12.4 38.4	14.0 35.3	13.2 12.2	12.2 12.2	12.6
Disagree	15.3 42.4	14.1 28.7	15.1 39.3	11.0 7.0	13.8 21.7	18.7 23.7	14.8 5.2	13.3 6.0	19.1 6.4	19.7 45.4	17.6 43.7	15.5 30.6	16.5 15.3	15.3 15.3	16.2
Strongly Dis- agree	7.5 56.2	3.2 33.8	2.6 32.8	1.9 3.2	2.5 20.3	4.0 24.7	6.0 5.6	2.2 5.0	5.0 8.3	5.6 34.9	3.2 40.8	3.5 33.9	6.1 10,241	3.0 225,380	3.3
Total Personnel	4692 45.8	70,287 31.2	4417 42.1	1072 10.5	54,136 24.0	2154 20.5	584 5.7	15,525 6.9	570 5.4	3893 38.0	85,432 37.9	3343 31.9	10,241 225,380	225,380 10,483	10,483

NOTE: See Survey Form J, question 95.

^aRow percentages are calculated separately for each column category.

Table 524

OFFICERS' PERCEPTION OF MILITARY LIFE BY RACE^a

Future Personnel Will Have Worse Retirement Benefits Than I	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Strongly Agree	36.1 43.8	43.4 31.5	42.4 38.7	37.5 10.3	38.0 21.2	37.1 16.3	40.5 6.1	45.4 7.3	47.5 5.6	39.5 39.8	45.5 40.1	57.1 39.4	37.8	43.1	46.3
Agree	29.1 39.6	38.4 30.0	34.0 46.5	30.1 9.3	42.5 25.5	30.8 20.3	22.4 3.8	37.8 6.5	28.8 5.1	41.9 47.4	39.9 37.9	27.1 28.1	33.7	39.9	30.9
Neither Agree/ Disagree	24.7 57.0	12.8 34.1	16.0 42.7	21.3 11.2	13.6 27.9	19.6 25.2	24.0 6.8	11.4 6.7	12.5 4.4	13.0 25.0	9.7 31.4	13.7 27.7	19.8	11.7	15.8
Disagree	7.8 51.5	4.4 33.6	5.3 45.4	10.5 15.7	4.4 25.7	9.4 38.4	9.1 7.4	4.4 7.4	10.3 13.4	4.6 25.3	3.6 33.5	0.8 5.0	7.0	4.1	5.0
Strongly Disagree	2.4 63.3	1.0 25.5	2.3 46.5	0.7 3.9	1.4 28.6	3.1 30.0	4.0 12.8	1.0 5.6	0.9 0.2	0.9 0.2	1.3 40.3	1.3 20.7	1.7	1.2	2.1
Total Personnel	4728 45.9	70,459 31.2	4417 42.2	1072 10.4	54,142 24.0	2123 20.3	584 5.7	15,536 6.9	575 5.5	3925 38.1	85,629 37.9	3343 32.0	10,308	225,766	10,458

NOTE: See Survey Form 3, question 95.

^a Row percentages are calculated separately for each column category.

Table 525

OFFICERS' PERCEPTION OF MILITARY LIFE BY RACE^a

Military Pay and Benefits Won't Keep Up with Inflation	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Strongly Agree	50.1 40.2	60.0 29.2	64.2 41.7	63.3 11.6	62.5 23.4	61.3 19.3	60.4 6.0	65.2 7.0	62.2 5.2	62.7 42.1	68.1 40.4	68.8 33.8	56.9	64.0	65.0
Agree	31.5 49.9	29.0 34.0	21.8 38.1	27.6 10.0	27.0 24.3	25.1 21.3	26.0 5.1	26.2 6.8	27.6 6.3	26.4 35.0	24.5 35.0	25.9 34.3	28.8	26.6	24.1
Neither Agree/ Disagree	7.2 54.6	5.7 36.8	7.5 54.4	3.9 6.8	5.3 26.7	6.9 24.3	4.9 4.7	4.2 6.0	4.0 3.8	5.3 33.9	3.9 30.5	3.2 17.6	6.0	4.8	5.8
Disagree	7.4 56.3	4.2 35.3	5.3 55.2	1.3 2.3	4.5 29.2	4.0 20.2	5.6 5.4	3.6 6.7	6.2 8.5	5.7 36.0	2.8 28.7	2.1 16.4	6.0	3.7	4.1
Strongly Disagree	3.8 74.7	1.1 38.8	1.1 46.7	3.9 17.4	0.7 19.9	2.7 54.2	3.2 7.9	0.9 6.8	0.0 0.0	0.0 0.0	0.8 34.5	0.0 0.0	2.3	0.9	1.0
Total Personnel	4692 45.7	70,426 31.2	4417 42.2	1072 10.4	54,125 24.0	2146 20.5	584 5.7	15,515 6.9	575 5.5	3925 38.2	85,720 38.0	3343 31.9	10,273	225,786	10,481

NOTE: See Survey Form 3, question 95.

^aRow percentages are calculated separately for each column category.

Table 526

OFFICERS' PERCEPTION OF MILITARY LIFE BY RACE^a

Family Not Better Off With Me in Civilian Job	Army			Navy			Marine Corps			Air Force			DoD Total		
	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other	Black	White	Other
Strongly Agree	17.4 51.1	28.2 31.3	33.0 40.2	18.0 11.9	30.6 26.1	40.2 23.5	22.9 8.2	27.9 6.8	32.1 5.1	11.8 28.8	26.5 35.7	34.0 31.3	15.6 28.1	28.1	34.7
Agree	18.2 38.4	22.8 28.8	20.2 39.7	26.8 12.7	26.2 25.6	20.9 19.7	20.0 5.2	24.3 6.8	29.3 7.5	25.0 43.8	25.3 38.8	22.3 33.1	21.7 24.6	24.6	21.5
Neither Agree/ Disagree	42.3 45.3	33.3 30.9	32.1 42.7	46.1 11.1	30.5 21.7	25.4 16.2	42.7 5.6	32.5 6.6	24.4 4.2	42.7 38.0	36.3 40.8	36.6 36.8	42.8	33.7	31.8
Disagree	14.5 45.1	13.2 36.3	10.9 50.2	9.2 6.4	10.8 23.0	8.8 19.6	10.0 3.8	12.3 7.5	11.1 6.6	17.4 44.7	9.9 33.2	6.8 23.8	14.8	11.3	9.1
Strongly Disagree	7.6 71.0	2.5 35.5	3.9 56.3	0.0 0.0	1.9 20.8	4.8 33.8	4.5 5.2	2.9 9.0	3.1 6.0	3.1 23.9	2.0 34.6	0.4 4.3	0.5	2.2	2.9
Total Personnel	4676 46.0	69,964 31.2	4400 42.3	1052 10.3	53,862 24.0	2114 20.3	572 5.6	15,433 6.9	570 5.5	3876 38.1	84,920 37.9	3330 31.9	10,176	224,179	10,414

NOTE: See Survey Form 3, question 95.

^a Row percentages are calculated separately for each column category.

Table 527

**ENLISTED PERSONNEL'S EVALUATION OF MORALE AT
THEIR CURRENT LOCATION**

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	21.7 17.9	18.6 17.2	17.1 17.2	18.6 20.4	16.7 14.4	13.7 8.6	13.8 2.4	19.2
Bases in U.S. with 500-1999 Personnel	9.4 16.1	9.7 18.3	9.2 19.1	8.8 20.0	9.7 17.2	9.4 7.0	7.9 2.1	9.3
Bases in U.S. with 2000-5000 Personnel	16.2 13.2	17.3 16.0	20.9 20.9	20.6 22.5	21.7 18.5	18.7 6.7	18.0 2.3	19.4
Bases in U.S. with Over 5000 Personnel	29.1 15.5	29.4 17.6	29.7 19.4	29.5 21.0	30.6 17.1	31.0 7.3	25.9 2.2	29.7
Bases in Germany with Less Than 500 Personnel	2.1 20.8	2.0 22.1	1.6 19.9	1.2 16.0	1.5 15.1	1.1 4.6	1.0 1.5	1.6
Bases in Germany with 500-1999 Personnel	4.8 20.5	4.3 20.9	3.7 19.2	3.7 20.9	3.3 14.7	1.2 2.2	2.4 1.6	3.7
Bases in Germany with 2000-5000 Personnel	3.9 15.1	5.4 23.0	4.5 21.1	3.5 18.1	4.4 17.7	1.9 3.1	3.0 1.8	4.1
Bases in Germany with Over 5000 Personnel	2.4 18.9	2.5 22.0	2.5 23.4	1.8 18.6	1.2 9.5	2.0 6.6	0.8 1.0	2.0
Bases in Philippines with Less Than 500	0.0 0.0	0.1 11.4	0.2 16.5	0.1 9.6	0.4 32.7	0.6 22.3	0.5 7.3	0.2
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 100.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 2000-5000 Personnel	0.1 13.9	0.0 0.0	0.1 11.9	0.2 48.6	0.1 21.0	0.1 4.6	0.0 0.0	0.1
Bases in Philippines with Over 5000 Personnel	0.3 13.9	0.1 5.9	0.2 14.5	0.5 35.1	0.3 15.7	0.5 10.7	0.5 4.2	0.3
Bases in South Korea with Less Than 500 Personnel	0.5 19.1	0.7 26.9	0.4 16.0	0.3 14.7	0.4 12.9	0.3 4.1	1.2 6.4	0.5
Bases in South Korea with 500-1999 Personnel	0.0 2.1	0.5 35.4	0.4 28.2	0.1 5.1	0.3 18.5	0.4 10.7	0.0 0.0	0.3
Bases in South Korea with 2000-5000 Personnel	1.0 22.6	0.7 18.5	0.6 15.5	0.7 22.2	0.4 10.2	1.1 11.1	0.0 0.0	0.7
Bases in South Korea with Over 5000 Personnel	0.4 16.6	0.5 23.5	0.5 26.4	0.2 10.5	0.4 20.8	0.1 2.2	0.0 0.0	0.4
Bases in Japan/Okinawa with Less Than 500 Personnel	0.6 18.6	0.2 7.1	0.5 18.1	0.8 31.4	0.6 17.4	0.6 7.2	0.1 0.3	0.5
Bases in Japan/Okinawa with 500-1999 Personnel	0.5 16.6	0.7 23.8	0.4 14.6	0.5 23.0	0.5 15.9	0.4 5.2	0.2 0.9	0.5
Bases in Japan/Okinawa with 2000-5000 Personnel	1.2 15.9	1.1 16.7	1.2 20.6	1.5 27.0	0.9 12.9	0.8 4.7	1.0 2.2	1.2
Bases in Japan/Okinawa with Over 5000 Personnel	0.9 19.4	0.9 23.9	0.7 20.3	0.5 15.3	0.7 16.4	0.3 2.5	0.6 2.2	0.7
Bases in Other Overseas Locations with Less Than 500 Personnel	0.9 11.7	0.9 13.0	1.4 21.0	1.3 21.2	1.5 20.0	1.8 9.9	1.6 3.2	1.3
Bases in Other Overseas Locations with 500-1999 Personnel	1.5 12.2	1.9 16.8	1.5 15.2	2.7 28.7	2.0 16.8	2.5 8.8	1.1 1.4	2.0
Bases in Other Overseas Locations with 2000-5000 Personnel	1.9 15.1	1.8 16.5	2.6 25.3	1.9 20.9	2.1 17.5	1.3 4.5	0.1 0.1	2.0
Bases in Other Overseas Locations with Over 5000 Personnel	0.7 16.8	0.5 12.2	0.5 15.0	1.1 34.9	0.6 14.2	0.5 5.6	0.4 1.4	0.7
Total Personnel	221,771 15.8	248,440 17.7	271,510 19.4	295,676 21.1	231,409 16.5	97,026 6.9	14,767 2.5	1,400,599

NOTE: See Survey Form 2, question 65.

Table 528

**ARMY ENLISTED PERSONNEL'S EVALUATION OF MORALE AT
THEIR CURRENT LOCATION**

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	6.2 13.1	4.2 9.4	7.1 17.1	8.9 22.9	7.4 15.5	14.7 12.8	25.3 9.3	7.9
Bases in U.S. with 500-1999 Personnel	5.4 20.4	5.2 20.5	3.3 13.7	3.8 17.3	5.1 18.7	4.2 6.4	4.7 3.0	4.5
Bases in U.S. with 2000-5000 Personnel	8.6 15.8	7.1 13.5	8.7 17.9	11.9 26.5	9.5 17.2	7.1 5.3	11.6 3.7	9.2
Bases in U.S. with Over 5000 Personnel	41.9 16.4	42.5 17.3	40.5 17.8	42.7 20.3	46.1 17.8	50.1 8.0	38.2 2.6	43.1
Bases in Germany with Less Than 500 Personnel	5.3 20.0	5.7 22.4	4.9 20.8	3.6 16.4	4.1 15.4	2.4 3.7	1.9 1.3	4.4
Bases in Germany with 500-1999 Personnel	12.8 21.5	11.8 20.6	9.8 18.4	10.6 21.6	8.6 14.2	3.2 2.2	5.4 1.6	10.0
Bases in Germany with 2000-5000 Personnel	8.6 15.3	12.8 23.7	10.4 20.9	8.4 18.1	9.9 17.3	3.7 2.7	6.6 2.0	9.4
Bases in Germany with Over 5000 Personnel	5.5 21.2	4.0 16.2	5.1 22.0	4.6 21.7	2.8 10.6	4.8 7.5	1.2 0.8	4.4
Bases in Philippines with Less Than 500	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with Less Than 500	1.5 21.0	1.9 28.4	0.9 15.0	0.9 16.1	0.8 10.8	0.8 4.5	1.7 4.2	1.2
Bases in South Korea with 500-1999 Personnel	0.1 2.4	1.1 28.8	1.1 32.1	0.2 5.8	0.8 18.8	1.2 12.2	0.0 0.0	0.7
Bases in South Korea with 2000-5000 Personnel	1.4 20.4	1.2 18.1	1.3 22.1	0.7 13.3	1.0 14.7	1.8 11.3	0.0 0.0	1.1
Bases in South Korea with Over 5000 Personnel	0.6 14.0	0.5 13.7	1.2 35.1	0.3 10.7	0.9 23.3	0.3 3.3	0.0 0.0	0.7
Bases in Japan/Okinawa with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.1 19.9	0.2 33.0	0.3 47.1	0.0 0.0	0.0 0.0	0.1
Bases in Japan/Okinawa with 500-1999 Personnel	0.1 9.9	0.2 32.5	0.2 26.2	0.0 0.0	0.0 0.0	0.4 21.6	0.4 9.8	0.1
Bases in Japan/Okinawa with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.1 50.0	0.0 0.0	0.2 50.0	0.0 0.0	0.0
Bases in Japan/Okinawa with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Other Overseas Locations with Less Than 500 Personnel	0.0 0.0	0.6 13.5	1.9 46.3	0.3 7.8	1.2 24.4	0.5 4.4	1.0 3.6	0.8
Bases in Other Overseas Locations with 500-1999 Personnel	0.7 12.3	0.6 11.5	0.4 8.1	1.3 28.4	0.9 15.3	2.9 20.8	1.2 3.6	1.0
Bases in Other Overseas Locations with 2000-5000 Personnel	1.5 23.7	0.3 4.8	2.1 37.3	0.9 18.1	0.7 11.4	0.7 4.9	0.0 0.0	1.0
Bases in Other Overseas Locations with Over 5000 Personnel	0.1 4.4	0.3 9.7	0.9 33.3	0.6 26.4	0.2 5.8	1.1 15.8	0.8 4.8	0.5
Total Personnel	81,486 16.8	84,804 17.5	91,509 18.9	98,920 20.4	80,281 16.6	33,373 6.9	14,048 2.9	484,421

NOTE: See Survey Form 2, question 65.

Table 529

**NAVY ENLISTED PERSONNEL'S EVALUATION OF MORALE AT
THEIR CURRENT LOCATION**

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	51.7 19.1	47.6 19.7	41.9 17.4	42.3 19.0	43.9 13.8	51.2 7.7	61.1 3.4	46.1
Bases in U.S. with 500-1999 Personnel	14.3 15.4	16.4 19.6	18.3 22.0	14.8 19.2	17.5 15.9	14.3 6.3	10.5 1.7	15.9
Bases in U.S. with 2000-5000 Personnel	11.9 14.6	14.1 19.2	17.6 21.3	13.6 20.1	15.0 15.5	13.9 6.9	13.6 2.5	14.0
Bases in U.S. with Over 5000 Personnel	12.7 17.9	13.1 20.5	13.1 20.6	11.7 20.0	11.8 14.1	9.0 5.2	8.2 1.7	12.1
Bases in Germany with Less Than 500 Personnel	0.3 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Bases in Germany with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.3 100.0	0.0 0.0	0.0
Bases in Germany with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.1 72.3	0.0 27.7	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Germany with Over 5000 Personnel	0.0 0.0	0.0 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with Less Than 500	0.0 0.0	0.3 13.3	0.2 9.4	0.2 10.8	1.0 33.3	1.9 31.4	0.3 1.9	0.4
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 2000-5000 Personnel	0.1 22.3	0.0 0.0	0.0 10.1	0.1 22.3	0.1 27.9	0.2 17.5	0.0 0.0	0.1
Bases in Philippines with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.2 46.2	0.0 10.8	0.1 9.2	0.4 33.8	0.0 0.0	0.1
Bases in South Korea with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.2 52.5	0.0 0.0	0.1 29.2	0.0 0.0	0.5 18.3	0.1
Bases in South Korea with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0
Bases in Japan/Okinawa with Less Than 500 Personnel	1.2 16.3	0.4 6.7	1.0 15.7	2.2 37.4	1.5 17.2	1.2 6.6	0.0 0.0	1.2
Bases in Japan/Okinawa with 500-1999 Personnel	1.0 24.9	0.7 21.2	0.0 1.2	1.1 34.1	0.9 18.5	0.0 0.0	0.0 0.0	0.7
Bases in Japan/Okinawa with 2000-5000 Personnel	0.8 9.7	1.0 13.5	2.7 35.6	2.0 29.0	0.9 8.5	0.5 2.5	0.7 1.2	1.5
Bases in Japan/Okinawa with Over 5000 Personnel	0.0 0.0	0.8 67.1	0.0 0.0	0.1 13.6	0.1 8.3	0.3 11.1	0.0 0.0	0.2
Bases in Other Overseas Locations with Less Than 500 Personnel	2.3 16.9	1.4 11.6	1.9 15.5	3.6 32.1	1.9 11.9	3.0 9.2	2.5 2.8	2.3
Bases in Other Overseas Locations with 500-1999 Personnel	1.9 10.8	2.8 17.1	3.0 18.6	4.6 30.9	3.0 13.8	3.1 7.0	2.2 1.8	3.1
Bases in Other Overseas Locations with 2000-5000 Personnel	1.7 19.3	1.1 14.0	1.6 19.4	2.2 29.9	1.7 15.9	0.2 1.1	0.3 0.5	1.6
Bases in Other Overseas Locations with Over 5000 Personnel	0.8 22.3	0.2 7.3	0.3 9.2	1.3 44.6	0.5 11.2	0.4 5.3	0.0 0.0	0.6
Total Personnel	70,030 17.2	77,541 19.0	78,021 19.2	84,245 20.7	58,756 14.4	28,346 7.0	10,309 2.5	407,248

NOTE: See Survey Form 2, question 65.

Table 530

**MARINE CORPS ENLISTED PERSONNEL'S EVALUATION OF MORALE
AT THEIR CURRENT LOCATION**

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	20.3 15.5	15.3 13.9	16.2 16.0	21.0 23.9	16.9 15.2	25.1 9.1	43.3 6.4	19.2
Bases in U.S. with 500-1999 Personnel	12.0 18.8	9.0 16.8	8.2 16.6	6.5 15.2	11.5 21.2	12.1 9.0	7.8 2.4	9.4
Bases in U.S. with 2000-5000 Personnel	18.5 13.4	20.6 17.7	21.3 20.0	18.5 20.0	24.2 20.6	17.6 6.1	16.5 2.3	20.3
Bases in U.S. with Over 5000 Personnel	34.4 13.5	39.5 18.4	42.8 21.7	41.5 24.2	33.0 15.2	29.0 5.4	24.0 1.8	37.5
Bases in Germany with Less Than 500 Personnel	0.3 46.9	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1 6.2	1.7 46.9	0.1
Bases in Germany with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Germany with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Germany with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with Less Than 500 Personnel	0.0 0.0	0.3 12.7	0.5 27.0	0.0 0.0	1.2 53.9	0.4 6.5	0.0 0.0	0.4
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 28.0	0.1 72.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Japan/Okinawa with Less Than 500 Personnel	3.1 31.3	0.9 10.5	1.4 18.2	1.1 16.5	0.9 10.9	2.3 11.3	0.6 1.2	1.4
Bases in Japan/Okinawa with 500-1999 Personnel	2.1 12.1	3.8 26.3	2.3 17.3	2.3 19.9	2.6 17.6	2.5 6.8	0.0 0.0	2.5
Bases in Japan/Okinawa with 2000-5000 Personnel	4.2 14.1	5.2 20.7	3.2 14.1	5.0 24.9	3.8 15.2	5.5 8.7	3.6 2.3	4.4
Bases in Japan/Okinawa with Over 5000 Personnel	4.0 19.5	4.9 27.8	2.5 15.6	1.8 12.9	3.3 18.8	1.7 3.9	1.7 1.6	3.0
Bases in Other Overseas Locations with Less Than 500 Personnel	1.0 14.9	0.4 6.4	0.5 10.5	0.9 19.7	1.4 24.6	3.2 23.3	0.2 0.7	1.0
Bases in Other Overseas Locations with 500-1999 Personnel	0.0 0.0	0.3 14.5	0.2 8.8	0.7 42.4	0.7 30.7	0.2 3.7	0.0 0.0	0.4
Bases in Other Overseas Locations with 2000-5000 Personnel	0.1 4.7	0.0 1.4	0.9 39.3	0.7 36.1	0.4 15.2	0.2 3.2	0.0 0.0	0.4
Bases in Other Overseas Locations with Over 5000 Personnel	0.1 27.2	0.0 0.0	0.0 9.6	0.1 18.8	0.0 0.0	0.2 18.8	0.7 25.7	0.1
Total Personnel	18,610 14.7	22,085 17.4	24,033 19.0	27,680 21.9	21,871 17.3	8818 7.0	3572 2.8	126,669

NOTE: See Survey Form 2, question 65.

Table 531

**AIR FORCE ENLISTED PERSONNEL'S EVALUATION OF MORALE
AT THEIR CURRENT LOCATION**

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	6.5 18.2	3.7 12.7	4.2 17.6	5.5 25.1	4.5 17.1	5.1 7.3	5.3 2.0	4.8
Bases in U.S. with 500-1999 Personnel	8.2 13.5	7.7 15.6	7.2 17.9	9.4 25.1	7.8 17.4	9.8 8.2	10.6 2.3	8.3
Bases in U.S. with 2000-5000 Personnel	33.2 11.9	34.3 15.2	40.4 21.8	38.5 22.6	40.2 19.6	38.9 7.1	38.7 1.8	37.8
Bases in U.S. with Over 5000 Personnel	29.3 13.8	28.5 16.6	29.5 20.9	27.8 21.5	27.9 17.9	31.3 7.6	28.1 1.8	28.7
Bases in Germany with Less Than 500 Personnel	0.2 14.0	0.2 22.7	0.0 0.0	0.1 11.0	0.2 16.4	0.9 35.9	0.0 0.0	0.2
Bases in Germany with 500-1999 Personnel	0.3 5.0	1.2 26.2	1.3 32.3	0.4 10.4	1.0 23.8	0.0 0.0	1.0 2.3	0.8
Bases in Germany with 2000-5000 Personnel	3.4 14.6	3.9 20.7	3.3 21.4	2.6 18.3	3.3 19.3	2.2 4.9	1.5 0.9	3.1
Bases in Germany with Over 5000 Personnel	1.7 12.1	4.4 38.3	2.6 27.7	0.9 9.9	0.7 6.3	1.1 4.1	1.6 1.5	1.9
Bases in Philippines with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.2 38.0	0.1 17.1	0.0 0.0	0.0 0.0	2.3 44.9	0.1
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 2000-5000 Personnel	0.2 10.9	0.0 0.0	0.1 12.6	0.6 58.1	0.2 18.5	0.0 0.0	0.0 0.0	0.2
Bases in Philippines with Over 5000 Personnel	1.2 15.1	0.4 6.5	0.6 12.0	1.7 37.2	0.9 15.9	1.3 8.8	2.6 4.5	1.0
Bases in South Korea with Less Than 500 Personnel	0.0 0.0	0.1 25.0	0.0 0.0	0.0 0.0	0.2 37.2	0.0 0.0	1.6 37.8	0.1
Bases in South Korea with 500-1999 Personnel	0.0 0.0	0.6 83.4	0.0 0.0	0.0 0.0	0.1 16.6	0.0 0.0	0.0 0.0	0.1
Bases in South Korea with 2000-5000 Personnel	2.2 25.2	1.3 18.9	0.4 7.4	1.7 33.0	0.3 4.7	1.8 10.8	0.0 0.0	1.2
Bases in South Korea with Over 5000 Personnel	0.7 22.0	1.1 42.5	0.2 10.5	0.2 10.4	0.4 14.7	0.0 0.0	0.0 0.0	0.4
Bases in Japan/Okinawa with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.2 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Japan/Okinawa with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.3 93.8	0.0 0.0	0.0 6.2	0.0 0.0	0.0 0.0	0.1
Bases in Japan/Okinawa with 2000-5000 Personnel	2.3 26.6	1.2 16.5	0.6 9.5	1.4 26.4	1.0 16.1	0.3 1.6	2.2 3.4	1.2
Bases in Japan/Okinawa with Over 5000 Personnel	2.7 23.2	1.0 13.5	1.6 25.9	1.0 17.9	1.1 16.4	0.0 0.0	2.2 3.1	1.3
Bases in Other Overseas Locations with Less Than 500 Personnel	0.6 9.4	1.0 19.0	0.4 10.7	0.2 6.2	1.7 36.5	1.7 13.6	2.3 4.8	0.9
Bases in Other Overseas Locations with 500-1999 Personnel	2.8 14.7	3.0 19.1	1.8 14.4	3.0 25.5	2.9 20.7	2.1 5.7	0.0 0.0	2.6
Bases in Other Overseas Locations with 2000-5000 Personnel	3.3 11.0	5.3 21.9	4.7 23.3	3.3 17.7	4.5 20.3	3.4 5.8	0.0 0.0	4.1
Bases in Other Overseas Locations with Over 5000 Personnel	1.7 20.2	1.1 16.3	0.5 8.5	1.8 34.5	1.3 20.5	0.0 0.0	0.0 0.0	1.2
Total Personnel	51,646 13.5	64,011 16.8	77,946 20.4	84,830 22.2	70,500 18.4	26,490 6.9	6839 1.8	382,261

NOTE: See Survey Form 2, question 55.

Table 532

OFFICERS' EVALUATION OF MORALE AT THEIR CURRENT LOCATION

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	16.5	15.1	14.4	15.6	14.9	22.1	33.2	16.7
	4.9	10.6	16.6	20.1	21.7	19.6	6.5	
Bases in U.S. with 500-1999 Personnel	8.3	6.2	9.4	8.4	10.4	12.1	16.2	9.6
	4.2	7.6	18.7	18.9	26.4	18.6	5.5	
Bases in U.S. with 2000-5000 Personnel	23.5	30.0	29.3	26.5	24.1	22.0	15.3	25.7
	4.5	13.8	21.9	22.0	22.9	12.7	2.0	
Bases in U.S. with Over 5000 Personnel	34.6	32.0	30.0	32.8	30.7	29.1	21.0	30.8
	5.5	12.2	18.7	23.0	24.3	14.1	2.2	
Bases in Germany with Less Than 500 Personnel	0.3	0.6	0.6	0.7	1.3	0.9	0.0	0.8
	1.5	9.0	14.8	18.8	39.2	16.6	0.0	
Bases in Germany with 500-1999 Personnel	2.0	2.9	2.3	2.9	2.8	2.2	0.4	2.5
	3.9	13.5	17.5	25.0	26.4	13.0	0.6	
Bases in Germany with 2000-5000 Personnel	2.1	2.9	2.9	2.9	4.3	2.0	1.0	3.0
	3.5	11.2	18.7	20.6	34.9	10.0	1.1	
Bases in Germany with Over 5000 Personnel	3.6	2.3	2.1	2.5	2.0	1.8	3.0	2.2
	8.0	12.0	18.4	23.7	21.4	12.3	4.4	
Bases in Philippines with Less Than 500 Personnel	0.0	0.0	0.1	0.1	0.1	0.1	0.5	0.1
	0.0	0.0	10.5	25.7	22.5	22.3	19.1	
Bases in Philippines with 500-1999 Personnel	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	100.0	0.0	
Bases in Philippines with 2000-5000 Personnel	0.8	0.0	0.0	0.1	0.1	0.0	0.1	0.1
	44.0	0.0	0.0	31.8	13.8	6.7	3.7	
Bases in Philippines with Over 5000 Personnel	0.6	0.4	0.3	0.4	0.5	0.3	0.4	0.4
	7.2	12.8	14.4	20.2	31.8	10.0	3.5	
Bases in South Korea with Less Than 500 Personnel	0.0	0.5	0.1	0.2	0.0	0.1	0.1	0.1
	0.0	38.7	10.1	33.9	6.4	9.5	1.4	
Bases in South Korea with 500-1999 Personnel	0.0	0.0	0.1	0.3	0.3	0.2	0.0	0.2
	0.0	0.0	10.9	30.0	44.6	14.6	0.0	
Bases in South Korea with 2000-5000 Personnel	0.0	0.5	0.9	0.2	0.9	0.4	0.0	0.6
	0.0	11.0	29.2	9.1	40.0	10.8	0.0	
Bases in South Korea with Over 5000 Personnel	0.6	0.2	0.4	0.4	0.5	0.2	0.0	0.4
	7.7	7.6	19.3	21.5	35.9	8.0	0.0	
Bases in Japan/Okinawa with Less Than 500 Personnel	0.3	0.4	0.2	0.2	0.4	0.2	0.4	0.3
	6.0	17.6	10.7	17.5	31.3	11.9	5.0	
Bases in Japan/Okinawa with 500-1999 Personnel	0.1	0.2	0.1	0.5	0.2	0.2	0.0	0.2
	1.5	10.7	11.0	47.1	16.9	12.8	0.0	
Bases in Japan/Okinawa with 2000-5000 Personnel	0.6	0.8	0.8	0.5	0.9	0.5	0.6	0.7
	4.3	13.7	22.4	15.1	30.7	11.1	2.7	
Bases in Japan/Okinawa with Over 5000 Personnel	1.2	0.9	0.9	0.8	0.8	0.8	0.1	0.9
	6.9	12.8	21.0	21.0	22.8	15.0	0.5	
Bases in Other Overseas Locations with Less Than 500 Personnel	1.3	0.7	0.4	1.4	1.5	1.6	1.9	1.2
	5.5	7.0	6.7	25.4	30.0	20.2	5.3	
Bases in Other Overseas Locations with 500-1999 Personnel	0.3	1.1	2.1	1.2	1.1	1.2	1.3	1.3
	1.2	10.5	30.9	20.0	20.8	13.3	3.3	
Bases in Other Overseas Locations with 2000-5000 Personnel	3.0	1.6	2.4	1.0	2.1	1.6	3.8	1.9
	7.8	9.9	24.3	11.9	27.1	12.5	6.5	
Bases in Other Overseas Locations with Over 5000 Personnel	0.3	0.6	0.4	0.3	0.2	0.3	0.7	0.3
	4.8	22.2	20.8	16.1	16.7	12.9	6.5	
Total Personnel	11,718	28,115	45,862	41,453	58,113	35,482	7824	238,567
	4.9	11.8	19.2	21.6	24.4	14.9	3.3	

NOTE: See Survey Form 4, question 63.

Table 533

**ARMY OFFICERS' EVALUATION OF MORALE AT THEIR
CURRENT LOCATION**

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	11.1 5.6	8.5 8.7	7.7 12.8	7.8 17.0	5.9 15.1	17.4 29.1	29.5 11.7	10.0
Bases in U.S. with 500-1999 Personnel	5.1 3.2	5.1 6.5	6.9 14.5	6.6 18.0	7.2 22.9	12.4 26.0	18.0 9.0	8.0
Bases in U.S. with 2000-5000 Personnel	10.2 3.8	11.5 8.8	14.3 17.8	12.5 20.2	14.3 27.3	13.9 17.4	15.7 4.7	13.4
Bases in U.S. with Over 5000 Personnel	50.7 6.1	45.5 11.3	43.3 17.4	44.8 23.4	41.3 25.4	34.4 13.9	27.0 2.6	41.6
Bases in Germany with Less Than 500 Personnel	0.8 1.7	2.3 9.9	2.3 16.3	2.2 19.9	3.6 39.3	1.8 12.9	0.0 0.0	2.4
Bases in Germany with 500-1999 Personnel	5.1 3.6	10.2 14.6	8.0 18.6	8.0 24.3	7.2 25.7	5.3 12.5	1.1 0.6	7.2
Bases in Germany with 2000-5000 Personnel	3.8 2.7	5.4 8.0	7.3 17.5	7.7 24.1	10.2 37.8	3.7 8.9	1.6 0.9	6.9
Bases in Germany with Over 5000 Personnel	10.2 10.6	6.0 12.7	4.4 15.2	5.5 24.6	3.8 20.2	4.0 13.9	3.2 2.7	4.8
Bases in Philippines with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with Less Than 500 Personnel	0.0 0.0	1.7 61.2	0.3 16.0	0.3 22.8	0.0 0.0	0.0 0.0	0.0 0.0	0.3
Bases in South Korea with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.4 12.8	0.8 35.1	0.7 35.0	0.5 17.1	0.0 0.0	0.5
Bases in South Korea with 2000-5000 Personnel	0.0 0.0	1.0 11.1	1.3 21.9	0.3 6.9	1.8 46.7	0.8 13.4	0.0 0.0	1.0
Bases in South Korea with Over 5000 Personnel	1.7 8.4	0.8 8.4	0.8 12.8	1.1 22.9	1.5 38.7	0.5 8.8	0.0 0.0	1.0
Bases in Japan/Okinawa with Less Than 500 Personnel	0.0 0.0	0.4 33.3	0.0 0.0	0.0 0.0	0.2 33.5	0.3 33.3	0.0 0.0	0.1
Bases in Japan/Okinawa with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.4 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Bases in Japan/Okinawa with 2000-5000 Personnel	0.0 0.0	0.4 50.0	0.0 0.0	0.2 50.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Bases in Japan/Okinawa with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Other Overseas Locations with Less Than 500 Personnel	1.3 6.2	1.3 12.7	0.0 0.0	0.8 17.4	1.2 29.3	1.8 30.1	1.1 4.4	1.0
Bases in Other Overseas Locations with 500-1999 Personnel	0.0 0.0	0.0 0.0	2.0 37.4	0.6 14.7	0.4 11.9	1.7 31.1	1.1 4.9	0.9
Bases in Other Overseas Locations with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.9 28.0	0.0 0.0	0.8 39.7	1.0 32.3	0.0 0.0	0.5
Bases in Other Overseas Locations with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.1 7.2	0.5 34.8	0.1 7.2	0.5 29.1	1.7 21.8	0.3
Total Personnel	3863 5.0	7924 10.3	12,835 16.7	16,721 21.7	19,728 25.6	12,917 16.8	3070 4.0	77,059

NOTE: See Survey Form 4, question 63.

Table 534

NAVY OFFICERS' EVALUATION OF MORALE AT THEIR CURRENT LOCATION

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	56.1 4.7	51.3 11.6	46.0 18.3	47.2 21.2	45.1 22.6	49.5 16.6	60.5 5.0	48.2
Bases in U.S. with 500-1999 Personnel	17.3 4.9	10.8 8.2	14.4 19.2	13.3 19.9	15.8 26.5	15.0 16.9	16.1 4.5	14.4
Bases in U.S. with 2000-5000 Personnel	6.2 1.7	16.3 12.2	16.9 22.2	15.4 22.8	14.9 24.6	13.6 15.1	5.1 1.4	14.6
Bases in U.S. with Over 5000 Personnel	12.3 3.8	14.2 11.7	13.7 19.9	14.1 23.1	12.1 22.2	13.3 16.3	9.8 3.0	13.2
Bases in Germany with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.2 43.4	0.3 56.6	0.0 0.0	0.1
Bases in Germany with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.3 23.7	0.3 25.3	0.5 51.0	0.0 0.0	0.0 0.0	0.3
Bases in Germany with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.1 28.2	0.1 71.8	0.0 7.0	0.0 0.0	0.0
Bases in Germany with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.2 11.2	0.3 20.7	0.3 24.0	0.5 23.7	1.8 20.4	0.4
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.3 48.5	0.2 34.6	0.2 16.9	0.0 0.0	0.2
Bases in Philippines with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.4 59.2	0.1 9.0	0.3 31.9	0.0 0.0	0.1
Bases in South Korea with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.2 56.6	0.2 43.4	0.0 0.0	0.0 0.0	0.1
Bases in South Korea with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.1 28.2	0.0 0.0	0.1 71.8	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Japan/Okinawa with Less Than 500 Personnel	1.8 8.0	1.4 16.4	0.6 12.1	0.8 19.8	1.1 29.3	0.4 7.8	1.5 6.6	0.9
Bases in Japan/Okinawa with 500-1999 Personnel	0.0 0.0	0.2 7.4	0.0 0.0	0.6 41.6	0.5 36.0	0.3 15.0	0.0 0.0	0.3
Bases in Japan/Okinawa with 2000-5000 Personnel	1.5 6.7	1.0 12.4	0.9 19.5	0.3 6.7	1.6 44.1	0.4 7.2	0.8 3.6	0.9
Bases in Japan/Okinawa with Over 5000 Personnel	0.3 2.4	0.6 11.9	0.4 13.6	0.5 21.7	0.4 18.0	1.1 32.4	0.0 0.0	0.5
Bases in Other Overseas Locations with Less Than 500 Personnel	3.0 4.6	1.6 6.6	1.6 11.7	3.6 28.9	3.2 28.9	2.1 12.6	4.5 6.7	2.7
Bases in Other Overseas Locations with 500-1999 Personnel	1.6 4.0	1.2 8.0	2.1 25.2	1.6 21.2	1.9 28.3	1.3 13.3	0.0 0.0	1.6
Bases in Other Overseas Locations with 2000-5000 Personnel	0.0 0.0	1.5 11.5	2.2 29.6	1.0 15.8	1.5 26.0	1.5 17.1	0.0 0.0	1.4
Bases in Other Overseas Locations with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.6 54.5	0.0 0.0	0.1 15.9	0.4 29.6	0.0 0.0	0.2
Total Personnel	2259 4.0	6088 10.9	10,686 19.1	12,060 21.6	11,484 24.1	9053 16.2	2236 4.0	55,865

NOTE: See Survey Form 4, question 63.

Table 535

MARINE CORPS OFFICERS' EVALUATION OF MORALE AT
THEIR CURRENT LOCATION

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	13.3 3.2	9.1 6.7	5.6 7.2	9.9 22.6	9.7 24.0	15.5 26.5	25.7 9.9	11.0
Bases in U.S. with 500-1999 Personnel	10.2 2.6	6.6 5.0	10.1 13.3	11.3 26.3	11.1 28.3	10.5 18.4	15.8 6.2	10.7
Bases in U.S. with 2000-5000 Personnel	14.8 1.7	24.9 8.5	22.6 13.4	24.5 25.8	23.4 26.9	24.7 19.6	23.5 4.2	23.7
Bases in U.S. with Over 5000 Personnel	45.9 2.8	45.1 8.4	44.7 14.5	45.2 26.0	46.5 29.1	39.1 16.9	24.3 2.4	43.5
Bases in Germany with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.2 100.0	0.0 0.0	0.0
Bases in Germany with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0
Bases in Germany with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Germany with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.4 100.0	0.0 0.0	0.1
Bases in Philippines with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 100.0	1.1 0.0	0.1
Bases in Philippines with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 100.0	0.7 0.0	0.0
Bases in South Korea with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with 2000-5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0
Bases in South Korea with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.1 51.5	0.1 48.5	0.0 0.0	0.0 0.0	0.1
Bases in Japan/Okinawa with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.4 17.1	0.4 28.5	0.6 45.6	0.2 8.8	0.0 0.0	0.4
Bases in Japan/Okinawa with 500-1999 Personnel	1.8 2.8	3.3 15.6	2.6 21.2	2.6 37.8	0.5 8.1	1.3 14.5	0.0 0.0	1.7
Bases in Japan/Okinawa with 2000-5000 Personnel	9.5 7.0	6.6 14.8	5.5 21.3	1.3 9.0	3.1 23.2	3.9 20.0	4.1 4.8	3.6
Bases in Japan/Okinawa with Over 5000 Personnel	4.5 3.1	3.9 8.3	6.8 25.1	3.5 22.9	4.0 28.5	2.1 10.5	1.5 1.6	3.8
Bases in Other Overseas Locations with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.6 14.1	0.4 16.6	0.4 19.5	1.0 33.3	2.2 16.6	0.6
Bases in Other Overseas Locations with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.2 8.3	0.4 26.7	0.2 16.7	0.9 48.3	0.0 0.0	0.4
Bases in Other Overseas Locations with 2000-5000 Personnel	0.0 0.0	0.6 16.5	0.5 24.4	0.3 21.9	0.1 10.9	0.2 10.3	1.1 16.1	0.3
Bases in Other Overseas Locations with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.4 56.3	0.2 43.7	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Total Personnel	427 2.7	1296 8.1	2253 14.1	4002 25.0	4353 27.2	2999 18.7	675 4.2	16,006

NOTE: See Survey Form 4, question 63.

Table 536

AIR FORCE OFFICERS' EVALUATION OF MORALE AT THEIR CURRENT LOCATION

Location	Morale at Current Location							Total
	Very Low--1	2	3	4	5	6	Very High--7	
Bases in U.S. with Less Than 500 Personnel	3.6 5.3	2.6 9.4	2.9 16.5	3.4 17.8	4.8 28.1	6.1 18.3	8.8 4.6	3.9
Bases in U.S. with 500-1999 Personnel	6.5 4.8	4.7 8.5	8.1 23.1	6.4 16.9	9.9 29.0	9.6 14.3	13.3 3.5	7.9
Bases in U.S. with 2000-5000 Personnel	41.6 5.5	48.5 15.9	46.1 23.8	46.8 22.4	39.7 20.9	38.3 10.3	24.2 1.1	43.5
Bases in U.S. with Over 5000 Personnel	31.5 6.0	30.7 14.5	28.5 21.0	31.6 21.8	29.4 22.2	33.5 13.0	23.6 1.6	30.3
Bases in Germany with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.1 10.2	0.2 38.3	0.6 51.5	0.0 0.0	0.1
Bases in Germany with 500-1999 Personnel	0.7 9.7	0.1 3.3	0.0 0.0	0.7 34.5	0.5 27.0	1.0 25.5	0.0 0.0	0.4
Bases in Germany with 2000-5000 Personnel	2.0 5.6	2.9 20.7	2.0 22.4	1.0 10.4	2.3 25.8	2.3 13.4	1.7 1.8	2.0
Bases in Germany with Over 5000 Personnel	0.6 2.0	1.3 10.2	2.1 25.6	1.9 21.4	1.9 24.1	1.3 8.4	7.4 8.4	1.8
Bases in Philippines with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.1 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Philippines with 2000-5000 Personnel	1.8 78.0	0.0 0.0	0.0 0.0	0.1 22.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Bases in Philippines with Over 5000 Personnel	1.3 7.9	0.9 14.0	0.7 15.8	0.7 16.5	1.4 34.0	0.6 7.9	1.7 3.9	0.9
Bases in South Korea with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.2 54.2	0.0 0.0	0.3 45.8	0.0 0.0	0.1
Bases in South Korea with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.3 100.0	0.0 0.0	0.0 0.0	0.1
Bases in South Korea with 2000-5000 Personnel	0.0 0.0	0.5 11.3	1.1 39.1	0.4 12.4	0.8 29.3	0.4 8.0	0.0 0.0	0.6
Bases in South Korea with Over 5000 Personnel	0.0 0.0	0.0 0.0	0.3 100.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.1
Bases in Japan/Okinawa with Less Than 500 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Japan/Okinawa with 500-1999 Personnel	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0
Bases in Japan/Okinawa with 2000-5000 Personnel	0.0 0.0	0.4 9.1	0.8 29.0	0.7 24.6	0.8 30.4	0.4 6.8	0.0 0.0	0.6
Bases in Japan/Okinawa with Over 5000 Personnel	2.2 10.2	1.4 15.5	1.2 20.7	1.2 19.8	1.1 20.9	1.4 12.8	0.0 0.0	1.3
Bases in Other Overseas Locations with Less Than 500 Personnel	0.7 8.4	0.0 0.0	0.0 0.0	0.7 29.5	0.8 36.4	1.1 25.3	0.0 0.0	0.5
Bases in Other Overseas Locations with 500-1999 Personnel	0.0 0.0	1.9 17.6	2.3 32.2	1.6 21.6	1.4 20.6	0.4 3.2	3.7 4.8	1.6
Bases in Other Overseas Locations with 2000-5000 Personnel	6.8 10.7	2.7 10.7	3.7 22.6	2.2 12.3	4.2 26.0	2.8 8.9	15.6 8.8	3.7
Bases in Other Overseas Locations with Over 5000 Personnel	0.7 8.9	1.4 41.3	0.4 18.1	0.2 8.9	0.5 22.9	0.0 0.0	0.0 0.0	0.5
Total Personnel	5170 5.8	12,807 14.3	20,088 22.4	18,669 20.8	20,549 22.9	10,512 11.7	1842 2.1	89,637

NOTE: See Survey Form 4, question 63.

Table 537

COMPLAINT CHANNELS USED BY ENLISTED PERSONNEL BY
CONUS/NON-CONUS/SEA ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Sea	Total
Chaplain	11.6 62.5	12.0 25.6	10.3 11.8	11.5
Immediate Supervisor	53.7 59.8	60.1 26.5	57.9 13.7	55.8
Complaint Officer/NCO	19.4 60.6	22.8 28.1	17.0 11.3	19.5
Unit Commander	29.3 60.8	37.6 30.9	18.8 8.3	30.0
Base Commander	5.3 59.4	7.7 33.9	2.8 6.7	5.6
Commander at Higher Headquarters	4.1 57.4	6.3 35.1	2.5 7.6	4.6
Base/Local Inspector	8.4 63.0	11.3 33.6	2.1 3.4	8.3
Higher Service Level Inspector General	1.7 55.5	3.0 39.1	0.8 5.4	1.9
Armed Forces Disciplinary Control Board	0.7 57.0	0.6 19.1	1.4 23.8	0.8
Secretary of Military Department	0.5 63.0	0.4 16.8	0.8 20.2	0.5
Council (Human Relations, NCO, JOC, etc.)	8.2 53.6	11.0 28.6	12.8 17.8	9.5
Equal Opportunity Office	5.0 58.5	7.1 33.0	3.4 8.5	5.3
Congressman	3.9 54.8	4.7 26.1	6.4 19.1	4.4
Other Civilian Agency/Individual	6.4 58.6	6.4 23.4	9.2 18.0	6.8
Total Personnel	728,772 62.2	288,385 24.6	155,080 13.0	1,172,237

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 538

COMPLAINT CHANNELS USED BY ARMY ENLISTED PERSONNEL BY
CONUS/NON-CONUS ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Total
Chaplain	14.5 63.6	14.1 36.4	14.3
Immediate Supervisor	51.0 58.2	62.3 41.8	55.2
Complaint Officer/NCO	23.3 60.4	26.0 39.6	24.3
Unit Commander	37.6 57.9	46.6 42.1	40.9
Base Commander	4.0 44.2	8.7 55.8	5.8
Commander at Higher Headquarters	5.7 51.6	9.1 48.4	6.9
Base/Local Inspector	11.3 55.6	15.3 44.4	12.8
Higher Service Level Inspector General	2.0 44.2	4.4 55.8	2.9
Armed Forces Disciplinary Control Board	0.9 60.9	0.9 39.2	0.9
Secretary of Military Department	0.8 73.3	0.5 26.8	0.7
Council (Human Relations, NOC, JOC, etc.)	8.5 52.4	13.2 47.6	10.3
Equal Opportunity Office	8.6 61.9	9.0 38.1	8.8
Congressman	4.0 56.3	5.3 43.7	4.4
Other Civilian Agency/Individual	5.7 59.9	6.5 40.2	6.0
Total Personnel	265,628 63.0	156,135 37.0	421,673

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 539

COMPLAINT CHANNELS USED BY NAVY ENLISTED PERSONNEL
BY CONUS/NON-CONUS/SEA ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Sea	Total
Chaplain	12.0 45.4	8.8 9.1	10.4 45.5	10.9
Immediate Supervisor	56.2 39.8	63.4 12.3	58.3 48.0	58.1
Complaint Officer/NCO	15.4 37.0	24.6 15.9	16.9 47.1	17.2
Unit Commander	18.2 39.0	24.3 14.1	18.8 46.9	19.2
Base Commander	7.0 54.8	9.3 19.6	2.8 25.5	5.3
Commander at Higher Headquarters	3.0 45.6	2.7 11.0	2.5 43.4	2.7
Base/Local Inspector	1.9 36.0	3.1 15.8	2.2 48.2	2.2
Higher Service Level Inspector General	0.6 34.3	0.9 14.0	0.8 51.7	0.7
Armed Forces Disciplinary Control Board	1.5 46.9	0.1 0.7	1.4 52.3	1.3
Secretary of Military Department	0.7 41.6	0.3 4.8	0.8 53.6	0.7
Council (Human Relations, NCO, JOC, etc.)	9.7 34.3	12.8 12.3	13.0 53.4	11.6
Equal Opportunity Office	2.3 30.9	4.6 16.3	3.4 52.7	3.1
Congressman	4.5 33.3	5.8 11.5	6.4 55.2	5.6
Other Civilian Agency/Individual	7.6 38.3	6.5 9.0	9.0 52.7	8.1
Total Personnel	131,280 41.1	35,511 11.1	152,433 47.7	319,284

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 540

COMPLAINT CHANNELS USED BY MARINE CORPS ENLISTED PERSONNEL BY
CONUS/NON-CONUS/SEA ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Sea	Total
Chaplain	11.4 81.0	10.1 17.8	5.9 1.2	11.1
Immediate Supervisor	53.3 81.0	46.6 17.5	34.9 1.5	51.6
Complaint Officer/NCO	26.7 82.2	21.0 16.0	20.8 1.8	25.4
Unit Commander	29.4 81.5	24.9 17.1	18.7 1.5	28.3
Base Commander	4.1 80.7	3.4 16.6	4.8 2.7	4.0
Commander at Higher Headquarters	4.7 83.4	3.0 13.2	6.7 3.4	4.4
Base/Local Inspector	3.0 83.1	2.4 16.9	0.0 0.0	2.8
Higher Service Level Inspector General	1.3 82.0	1.1 18.0	0.0 0.0	1.2
Armed Forces Disciplinary Control Board	0.8 89.6	0.4 10.4	0.0 0.0	0.7
Secretary of Military Department	0.4 84.4	0.3 15.7	0.0 0.0	0.4
Council (Human Relations, NCO, JOC, etc.)	6.9 86.4	4.4 13.6	0.0 0.0	6.3
Equal Opportunity Office	1.3 92.1	0.4 7.9	0.0 0.0	1.1
Congressman	4.5 81.4	3.5 15.6	5.8 3.0	4.3
Other Civilian Agency/Individual	1.7 79.6	4.5 12.9	23.0 7.6	6.8
Total Personnel	92,341 78.4	22,846 19.4	2647 2.2	117,834

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 541

COMPLAINT CHANNELS USED BY AIR FORCE ENLISTED PERSONNEL BY
CONUS/NON-CONUS ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Total
Chaplain	8.2 73.3	9.7 26.7	8.5
Immediate Supervisor	55.6 75.8	57.6 24.2	56.1
Complaint Officer/NCO	14.6 74.0	15.9 25.1	14.9
Unit Commander	26.2 74.6	28.9 25.4	26.8
Base Commander	6.3 76.8	6.2 23.2	6.3
Commander at Higher Headquarters	2.7 72.4	3.4 27.6	2.9
Base/Local Inspector	11.0 78.6	9.7 21.5	10.7
Higher Service Level Inspector General	2.0 80.6	1.5 19.4	1.9
Armed Forces Disciplinary Control Board	0.1 59.5	0.3 40.5	0.2
Secretary of Military Department	0.2 85.2	0.1 14.8	0.1
Council (Human Relations, NCO, JOC, etc.)	7.5 76.0	7.7 24.0	7.5
Equal Opportunity Office	3.8 66.3	6.2 33.7	4.3
Congressman	3.3 75.8	3.4 24.2	3.3
Other Civilian Agency/Individual	6.3 74.8	6.9 25.2	6.4
Total Personnel	239,522 76.4	73,833 23.6	313,355

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 542

COMPLAINT CHANNELS USED BY OFFICERS BY CONUS/
NON-CONUS/SEA ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Sea	Total
Chaplain	12.9 66.7	18.8 24.6	22.9 8.8	14.5
Immediate Supervisor	46.0 71.0	56.4 22.0	61.7 7.0	48.9
Complaint Officer/NCO	7.2 67.4	10.4 24.7	11.3 7.9	8.0
Unit Commander	30.8 70.1	41.0 23.6	37.5 6.3	33.1
Base Commander	8.1 63.8	15.6 31.1	8.7 5.0	9.6
Commander at Higher Headquarters	7.2 66.7	12.5 29.1	6.3 4.3	8.2
Base/Local Inspector	7.2 69.5	12.2 29.5	1.5 1.0	7.9
Higher Service Level Inspector General	2.2 71.2	3.1 25.4	1.4 3.4	2.3
Armed Forces Disciplinary Control Board	0.5 88.8	0.1 3.7	0.6 7.6	0.5
Secretary of Military Department	0.6 77.5	0.6 19.4	0.3 3.2	0.6
Council (Human Relations, NCO, JOC, etc.)	5.9 61.5	10.8 28.5	13.0 10.0	7.2
Equal Opportunity Office	3.6 69.3	5.3 25.5	3.7 5.3	3.9
Congressman	2.4 72.7	2.8 21.7	2.5 5.7	2.5
Other Civilian Agency/Individual	5.5 71.9	6.5 21.6	6.8 6.6	5.8
Total Personnel	142,243 75.4	35,940 18.5	10,515 5.6	188,698

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 543

COMPLAINT CHANNELS USED BY ARMY OFFICERS BY CONUS/
NON-CONUS ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Total
Chaplain	19.2 64.4	25.2 35.6	21.0
Immediate Supervisor	47.6 66.0	58.3 34.0	50.7
Complaint Officer/NCO	7.8 59.5	12.5 40.5	9.2
Unit Commander	35.0 64.9	45.0 35.1	38.0
Base Commander	4.8 41.3	16.3 58.7	8.2
Commander at Higher Headquarters	10.5 61.2	15.8 38.8	12.1
Base/Local Inspector	11.9 62.5	16.0 37.5	12.6
Higher Service Level Inspector General	2.5 65.2	3.2 34.8	2.7
Armed Forces Disciplinary Control Board	0.4 91.4	0.1 8.7	0.3
Secretary of Military Department	0.6 100.0	0.0 0.0	0.5
Council (Human Relations, NCO, JOC, etc.)	6.1 54.2	12.3 45.8	8.0
Equal Opportunity Office	5.6 65.6	7.0 34.4	6.1
Congressman	1.8 65.2	2.3 34.8	2.0
Other Civilian Agency/Individual	5.5 63.8	7.5 36.2	6.1
Total Personnel	41,189 70.4	17,341 29.6	58,530

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 544

COMPLAINT CHANNELS USED BY NAVY OFFICERS BY CONUS/
NON-CONUS/SEA ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Sea	Total
Chaplain	12.4 51.0	23.1 16.4	23.0 33.0	16.1
Immediate Supervisor	45.3 58.5	58.5 13.2	61.9 28.3	50.6
Complaint Officer/NCO	7.5 55.4	11.4 14.7	11.4 29.9	8.9
Unit Commander	27.3 59.2	32.2 12.2	37.1 28.6	30.1
Base Commander	10.1 60.1	20.7 21.6	8.7 18.3	11.0
Commander at Higher Headquarters	6.4 60.0	11.8 19.4	6.2 20.8	6.9
Base/Local Inspector	2.7 65.8	5.0 21.6	1.4 12.6	2.6
Higher Service Level Inspector General	1.4 53.4	4.1 28.0	1.3 18.6	1.7
Armed Forces Disciplinary Control Board	1.0 79.2	0.0 0.0	0.6 20.8	1.0
Secretary of Military Department	0.4 50.7	1.5 34.7	0.3 14.6	1.0
Council (Human Relations, NCO, JOC, etc.)	5.4 43.4	13.7 19.3	13.0 37.3	8.1
Equal Opportunity Office	2.5 52.4	5.3 19.4	3.8 28.2	3.1
Congressman	1.9 57.5	3.1 16.2	2.5 26.3	2.2
Other Civilian Agency/Individual	5.8 59.0	9.4 16.6	6.8 24.3	6.5
Total Personnel	29,148 65.4	5091 11.4	10,314 23.1	44,553

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 545

COMPLAINT CHANNELS USED BY MARINE CORPS OFFICERS BY CONUS/
NON-CONUS/SEA ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Sea	Total
Chaplain	16.4 72.8	26.9 25.5	20.4 1.7	18.3
Immediate Supervisor	46.0 78.6	54.5 19.8	49.3 1.6	47.5
Complaint Officer/NCO	7.2 77.8	9.1 21.0	5.5 1.2	7.5
Unit Commander	36.4 75.5	50.4 22.3	55.7 2.2	39.1
Base Commander	7.6 74.1	11.7 24.5	7.5 1.4	8.3
Commander at Higher Headquarters	9.8 75.0	14.6 23.7	9.0 1.3	10.7
Base/Local Inspector	5.1 77.6	6.7 21.7	2.5 0.7	5.3
Higher Service Level Inspector General	1.3 67.7	2.4 26.6	5.5 5.8	1.5
Armed Forces Disciplinary Control Board	0.8 85.0	1.0 15.0	0.0 0.0	1.0
Secretary of Military Department	0.8 89.5	0.5 10.5	0.0 0.0	1.0
Council (Human Relations, NOC, JOC, etc.)	3.1 82.6	2.3 13.2	8.0 4.2	3.0
Equal Opportunity Office	1.3 88.7	0.8 11.3	0.0 0.0	1.2
Congressman	1.8 69.5	3.1 26.2	5.5 4.3	2.0
Other Civilian Agency/Individual	5.4 74.3	8.3 24.2	5.5 1.5	5.9
Total Personnel	10,406 81.2	2214 17.3	201 1.6	12,821

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 546

COMPLAINT CHANNELS USED BY AIR FORCE OFFICERS BY CONUS/
NON-CONUS ASSIGNMENT LOCATION^a

Complaint Channel	CONUS	Non-CONUS	Total
Chaplain	8.2 89.3	5.3 10.7	7.8
Immediate Supervisor	45.3 82.2	53.1 17.7	46.5
Complaint Officer/NCO	6.6 83.7	7.0 16.3	6.7
Unit Commander	28.8 80.9	36.9 19.0	30.1
Base Commander	9.4 79.7	13.1 20.3	10.1
Commander at Higher Headquarters	5.0 79.1	7.2 20.9	5.3
Base/Local Inspector	7.1 78.5	10.6 21.5	7.7
Higher Service Level Inspector General	3.0 83.4	2.8 16.6	2.6
Armed Forces Disciplinary Control Board	0.4 100.0	0.0 0.0	0.4
Secretary of Military Department	0.6 75.3	1.0 24.8	0.6
Council (Human Relations, NCO, JOC, etc.)	6.4 79.9	8.8 20.1	6.8
Equal Opportunity Office	3.2 83.3	3.5 16.7	3.3
Congressman	3.1 83.1	3.4 16.9	3.1
Other Civilian Agency/Individual	5.3 89.4	3.4 10.6	5.0
Total Personnel	61,501 84.5	11,294 15.5	72,795

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 547

COMPLAINT CHANNELS USED BY ENLISTED PERSONNEL
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	13.4 64.5	20.6 13.0	7.7 22.5	12.0
Immediate Supervisor	57.1 59.7	60.4 8.3	50.5 32.0	55.0
Complaint Officer/NCO	19.3 55.5	22.8 8.7	20.6 35.9	20.0
Unit Commander	32.7 62.0	38.4 9.6	24.8 28.5	30.4
Base Commander	6.6 65.9	6.7 8.9	4.2 25.3	5.9
Commander at Higher Headquarters	5.4 64.7	7.1 11.2	3.3 24.1	4.8
Base/Local Inspector	9.9 64.2	10.1 8.7	6.9 27.1	8.8
Higher Service Level Inspector General	2.1 62.0	2.7 10.4	1.5 27.6	1.9
Armed Forces Disciplinary Control Board	0.7 49.0	1.6 14.5	0.9 36.5	0.8
Secretary of Military Department	0.7 61.7	1.2 14.9	0.4 23.4	0.6
Council (Human Relations, NCO, JOC, etc.)	9.3 56.4	12.5 10.1	9.1 33.5	9.5
Equal Opportunity Office	5.9 60.6	8.1 11.0	4.6 28.4	5.6
Congressman	4.4 54.9	4.7 7.7	4.9 37.4	4.6
Other Civilian Agency/Individual	6.4 54.9	10.3 11.7	6.4 33.4	6.7
Total Personnel	946,449 57.6	124,719 7.6	573,088 34.9	1,644,256

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 548

COMPLAINT CHANNELS USED BY ARMY ENLISTED PERSONNEL
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	16.9 66.5	23.4 12.0	9.6 21.5	15.0
Immediate Supervisor	57.4 62.0	61.6 8.7	47.8 29.3	54.5
Complaint Officer/NCO	24.2 59.1	29.7 9.5	22.7 31.4	24.1
Unit Commander	44.6 63.3	51.2 9.5	33.9 27.4	41.5
Base Commander	5.7 57.9	7.9 10.4	5.5 31.7	5.8
Commander at Higher Headquarters	8.8 69.1	8.8 9.0	4.9 22.0	7.5
Base/Local Inspector	14.2 62.0	16.5 9.4	11.5 28.6	13.5
Higher Service Level Inspector General	3.1 63.3	3.7 9.9	2.3 26.8	2.9
Armed Forces Disciplinary Control Board	1.2 66.6	1.6 12.1	0.7 21.3	1.0
Secretary of Military Department	1.0 76.0	1.6 15.5	0.2 8.4	0.8
Council (Human Relations, NCO, JOC, etc.)	9.4 53.5	14.4 10.7	11.0 35.8	10.3
Equal Opportunity Office	8.7 58.7	14.3 12.6	7.5 28.7	8.7
Congressman	4.9 58.6	5.4 8.4	4.9 33.0	5.0
Other Civilian Agency/Individual	6.2 62.0	6.3 8.3	5.2 29.7	5.9
Total Personnel	358,070 58.9	46,686 7.7	203,169 33.4	607,924

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 549

COMPLAINT CHANNELS USED BY NAVY ENLISTED PERSONNEL
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	13.3 58.8	17.9 11.9	7.7 29.3	3.3
Immediate Supervisor	59.5 51.4	62.3 8.1	54.3 40.5	57.5
Complaint Officer/NCO	17.4 49.6	18.7 8.0	17.3 42.5	17.5
Unit Commander	20.6 53.7	23.8 9.3	16.5 37.0	19.1
Base Commander	6.9 63.3	6.1 8.4	3.6 28.3	5.4
Commander at Higher Headquarters	2.8 52.4	4.7 13.1	2.2 34.4	2.7
Base/Local Inspector	2.2 49.4	1.3 4.5	2.4 46.1	2.2
Higher Service Level Inspector General	0.6 40.5	1.2 12.0	0.8 47.5	0.8
Armed Forces Disciplinary Control Board	0.5 21.4	3.4 20.2	1.7 58.4	1.3
Secretary of Military Department	0.7 40.6	2.0 16.8	0.9 42.5	0.9
Council (Human Relations, NCO, JOC, etc.)	11.8 52.6	14.0 9.4	9.9 38.0	11.1
Equal Opportunity Office	3.4 49.5	4.2 9.4	3.2 41.1	3.4
Congressman	4.5 42.2	6.5 9.3	6.0 48.5	5.3
Other Civilian Agency/Individual	7.9 46.8	15.5 13.8	7.8 39.5	8.4
Total Personnel	216,901 49.7	32,588 7.5	187,066 42.9	436,555

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 550

COMPLAINT CHANNELS USED BY MARINE CORPS ENLISTED PERSONNEL
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	14.5 56.9	19.2 10.8	6.8 32.4	10.8
Immediate Supervisor	57.3 49.1	58.2 7.1	42.1 43.8	49.5
Complaint Officer/NCO	22.4 39.7	28.5 7.2	24.6 53.1	23.9
Unit Commander	32.3 50.1	34.8 7.7	22.4 42.2	27.3
Base Commander	5.5 56.9	8.6 12.7	2.4 30.4	4.1
Commander at Higher Headquarters	5.6 50.9	8.4 11.0	3.4 38.1	4.6
Base/Local Inspector	4.5 64.8	3.4 6.9	1.6 28.3	2.9
Higher Service Level Inspector General	2.2 60.4	2.1 8.2	0.9 31.5	1.5
Armed Forces Disciplinary Control Board	0.8 55.1	0.3 2.5	0.5 42.5	0.7
Secretary of Military Department	0.7 68.8	0.4 6.2	0.2 25.1	0.4
Council (Human Relations, NCO, JOC, etc.)	6.2 45.2	7.2 7.5	5.3 47.3	5.8
Equal Opportunity Office	1.4 55.7	1.3 7.9	0.7 36.4	1.0
Congressman	4.5 45.7	2.6 3.8	4.1 50.6	4.2
Other Civilian Agency/Individual	6.3 44.7	11.3 11.4	5.1 44.0	6.0
Total Personnel	66,138 42.5	9412 6.0	80,225 51.5	155,774

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 551

COMPLAINT CHANNELS USED BY AIR FORCE ENLISTED PERSONNEL
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	9.1 70.0	19.6 17.8	4.7 12.3	8.9
Immediate Supervisor	55.1 68.4	57.6 8.5	55.4 23.1	55.3
Complaint Officer/NCO	14.1 62.8	16.0 8.4	19.3 28.8	15.5
Unit Commander	27.5 69.0	36.0 10.7	24.0 20.3	27.4
Base Commander	7.6 79.6	5.3 6.6	3.9 13.8	6.5
Commander at Higher Headquarters	3.1 68.1	6.7 17.0	2.0 14.9	3.2
Base/Local Inspector	11.4 70.8	11.3 8.3	10.0 20.9	11.0
Higher Service Level Inspector General	1.9 68.1	2.7 11.6	1.7 20.3	1.9
Armed Forces Disciplinary Control Board	0.3 90.0	0.2 10.1	0.0 0.0	0.2
Secretary of Military Department	0.2 67.7	0.2 9.5	0.2 22.8	0.2
Council (Human Relations, NCO, JOC, etc.)	8.0 69.7	10.3 10.5	6.8 19.7	7.9
Equal Opportunity Office	5.5 72.6	5.4 8.4	4.3 19.0	5.2
Congressman	3.6 70.2	2.6 5.8	3.7 23.9	3.6
Other Civilian Agency/Individual	5.5 60.0	10.6 13.6	7.2 26.4	6.3
Total Personnel	305,341 68.8	36,034 8.1	102,628 23.1	444,003

NOTE: See Survey Form 2, question 79.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 552

COMPLAINT CHANNELS USED BY OFFICERS BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	14.7 77.2	17.4 5.9	15.1 17.0	14.9
Immediate Supervisor	46.8 85.8	51.4 5.3	54.4 18.8	48.3
Complaint Officer/NCO	8.2 75.8	7.8 4.6	9.9 19.6	8.5
Unit Commander	31.4 74.4	37.7 5.7	39.1 19.8	33.0
Base Commander	9.7 77.7	12.9 6.6	9.2 15.7	9.8
Commander at Higher Headquarters	8.6 77.3	9.1 5.3	9.0 17.4	8.7
Base/Local Inspector	8.7 80.6	10.2 6.1	6.7 13.3	8.4
Higher Service Level Inspector General	2.4 75.9	3.0 6.0	2.7 18.1	2.5
Armed Forces Disciplinary Control Board	0.5 73.6	0.4 3.5	0.8 22.9	0.6
Secretary of Military Department	0.6 82.2	0.8 6.4	0.4 11.4	0.6
Council (Human Relations, NCO, JOC, etc.)	7.2 76.4	9.4 6.4	7.6 17.2	7.4
Equal Opportunity Office	4.3 80.3	6.4 7.8	3.0 12.0	4.2
Congressman	2.6 76.9	2.5 4.9	2.8 18.2	2.5
Other Civilian Agency/Individual	5.4 73.0	7.5 6.5	7.1 20.5	5.8
Total Personnel	194,425 78.2	12,472 5.0	41,587 16.7	248,484

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 553

COMPLAINT CHANNELS USED BY ARMY OFFICERS
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	21.6 78.2	17.9 3.7	22.8 18.1	21.6
Immediate Supervisor	48.3 75.5	52.9 4.7	57.8 19.8	50.1
Complaint Officer/NCO	9.8 75.9	10.1 4.5	11.6 19.7	10.2
Unit Commander	34.9 72.2	40.8 4.8	50.7 23.0	37.9
Base Commander	8.7 76.2	9.6 4.8	9.8 18.9	8.9
Commander at Higher Headquarters	13.1 77.7	7.8 2.7	15.0 19.6	13.2
Base/Local Inspector	14.5 84.0	9.8 3.2	10.1 12.8	13.5
Higher Service Level Inspector General	2.9 77.8	2.2 3.4	3.2 18.7	3.0
Armed Forces Disciplinary Control Board	0.4 71.0	0.0 0.0	0.8 29.0	0.5
Secretary of Military Department	0.7 100.0	0.0 0.0	0.0 0.0	0.5
Council (Human Relations, NCO, JOC, etc.)	8.2 81.2	6.9 3.9	6.9 14.9	7.9
Equal Opportunity Office	6.5 86.1	7.2 5.5	2.9 8.4	5.9
Congressman	2.4 81.8	1.9 3.8	1.9 14.4	2.3
Other Civilian Agency/Individual	6.4 76.2	5.5 3.8	7.5 20.1	6.5
Total Personnel	62,777 78.2	3584 4.5	13,778 17.2	80,140

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 554

COMPLAINT CHANNELS USED BY NAVY OFFICERS
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	15.4 71.5	28.9 7.4	15.8 21.1	16.0
Immediate Supervisor	48.2 72.0	53.6 4.4	55.0 23.6	49.8
Complaint Officer/NCO	8.7 71.0	11.8 5.3	10.1 23.7	9.1
Unit Commander	29.6 74.5	32.2 4.5	29.0 21.0	29.6
Base Commander	11.1 77.0	13.2 5.1	9.0 17.9	10.7
Commander at Higher Headquarters	7.1 74.6	10.3 6.0	6.4 19.4	7.1
Base/Local Inspector	2.7 73.2	3.4 5.2	2.7 21.6	2.7
Higher Service Level Inspector General	1.5 65.6	2.1 5.2	2.3 29.2	1.7
Armed Forces Disciplinary Control Board	1.1 82.9	0.0 0.0	0.8 17.2	1.0
Secretary of Military Department	0.3 52.0	0.8 7.4	0.8 40.7	0.4
Council (Human Relations, NCO, JOC, etc.)	9.1 74.0	13.1 5.9	8.6 20.1	9.1
Equal Opportunity Office	3.0 69.6	9.1 11.6	2.8 18.8	3.2
Congressman	1.7 60.1	1.2 2.3	3.8 37.6	2.1
Other Civilian Agency/Individual	5.7 68.7	7.3 4.9	7.6 26.4	6.2
Total Personnel	43,243 74.5	2397 4.1	12,432 21.4	58,071

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 555

COMPLAINT CHANNELS USED BY MARINE CORPS OFFICERS
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	18.2 73.6	20.1 7.2	16.2 19.2	17.9
Immediate Supervisor	46.9 72.5	50.5 6.9	45.7 20.6	46.9
Complaint Officer/NCO	6.3 65.1	5.7 5.2	9.8 29.7	7.0
Unit Commander	37.7 71.7	47.0 8.0	36.7 20.4	38.1
Base Commander	9.1 80.4	8.7 6.8	5.0 12.8	8.2
Commander at Higher Headquarters	10.0 69.0	17.2 10.5	10.2 20.5	10.5
Base/Local Inspector	5.9 76.6	6.6 7.7	4.2 15.7	5.6
Higher Service Level Inspector General	1.6 76.8	2.0 8.6	1.1 14.6	1.6
Armed Forces Disciplinary Control Board	0.2 23.9	1.1 11.2	2.0 64.8	0.7
Secretary of Military Department	0.5 58.3	1.1 11.1	1.0 30.6	0.7
Council (Human Relations, NCO, JOC, etc.)	3.2 74.1	4.7 9.6	2.4 16.3	3.1
Equal Opportunity Office	1.7 85.7	1.4 6.4	0.5 7.9	1.4
Congressman	2.1 76.2	1.1 3.7	1.9 20.1	2.0
Other Civilian Agency/Individual	5.7 71.1	4.4 5.0	6.5 23.9	5.8
Total Personnel	12,185 72.4	1085 6.4	3559 21.1	16,829

NOTE: See Survey Form 4, quest.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Table 556

COMPLAINT CHANNELS USED BY AIR FORCE OFFICERS
BY MARITAL STATUS^a

Complaint Channel	Married	Divorced, Widowed, Separated	Single, Never Married	Total
Chaplain	8.0 83.5	11.4 8.4	5.0 8.1	7.8
Immediate Supervisor	44.9 79.4	49.5 6.2	52.4 14.4	46.1
Complaint Officer/NCO	6.8 81.6	5.0 4.2	7.7 14.2	6.8
Unit Commander	28.6 77.5	36.3 7.0	37.1 15.6	30.1
Base Commander	9.9 78.8	15.8 8.9	9.9 12.3	10.2
Commander at Higher Headquarters	5.5 81.5	7.8 8.2	4.5 10.3	5.5
Base/Local Inspector	7.7 77.9	14.3 10.2	7.7 11.9	8.1
Higher Service Level Inspector General	2.7 78.0	4.0 8.3	3.0 13.8	2.8
Armed Forces Disciplinary Control Board	0.3 77.7	0.7 10.8	0.3 11.5	0.4
Secretary of Military Department	0.8 85.8	1.2 9.0	0.3 5.2	0.8
Council (Human Relations, NCO, JOC, etc.)	6.1 73.9	10.5 9.1	9.0 17.0	6.7
Equal Opportunity Office	3.6 77.9	5.8 8.8	4.0 13.3	3.8
Congressman	3.2 81.0	3.7 6.8	3.1 12.2	3.2
Other Civilian Agency/Individual	4.4 73.2	9.5 11.1	6.2 15.8	4.9
Total Personnel	76,220 81.6	5406 5.8	11,818 12.6	93,444

NOTE: See Survey Form 4, question 77.

^aSince individuals could report using several of the indicated complaint channels, column percents should not be expected to add to 100.0.

Appendix A

LIST OF TABLES PRESENTING DATA ON ENLISTED PERSONNEL

Section II.

1. Summary of the Questionnaires for the 1978-1979 DoD Survey of Officers and Enlisted Personnel	6
2. Sample Stratification of Enlisted Personnel	9
4. Summary of Fieldwork for the 1978-1979 DoD Survey of Officers and Enlisted Personnel	12
5. Required and Returned Number of Questionnaires for Each Variant of the Survey	13
6. Relationship of Returned Questionnaires to DoD Population	15

Section III.

7. Distribution of Enlisted Personnel by Pay Grade	22
9. Distribution of Enlisted Personnel According to Time Spent in Military Service	24
11. Distribution of Enlisted Personnel by Term of Service ...	28
12. Distribution of Time Remaining in Enlistment Contracts of Enlisted Personnel	29
14. Distribution of Enlisted Personnel According to Their Assignment Location	31
16. Enlisted Personnel Time at Present Location	33
17. Army Enlisted Personnel Time at Present Location	34
18. Navy Enlisted Personnel Time at Present Location	35
19. Marine Corps Enlisted Personnel Time at Present Location	36
20. Air Force Enlisted Personnel Time at Present Location ...	37
26. Description of Current Work Assignment of Enlisted Personnel	43
27. Time Enlisted Personnel Spend Working Outside Primary Occupational Specialty	44
29. Average Weekly Hours Worked by Enlisted Personnel	46
31. Average Weekly Hours Enlisted Personnel Spend on Call, Alert, or Duty Roster	48

Section IV.

33. Age of Enlisted Personnel	53
35. Age of Enlisted Personnel at Service Entry	55
37. Ethnic Background of Enlisted Personnel by Sex	57
39. Ethnic Background of Enlisted Personnel by Pay Grade	59
40. Ethnic Background of Army Enlisted Personnel by Pay Grade	60

41. Ethnic Background of Navy Enlisted Personnel by Pay Grade	61
42. Ethnic Background of Marine Corps Enlisted Personnel by Pay Grade	62
43. Ethnic Background of Air Force Enlisted Personnel by Pay Grade	63
49. Enlisted Personnel Residence at Age 16	69
50. Army Enlisted Personnel Residence at Age 16	70
51. Navy Enlisted Personnel Residence at Age 16	71
52. Marine Corps Enlisted Personnel Residence at Age 16	72
53. Air Force Enlisted Personnel Residence at Age 16	73
59. Distribution of Enlisted Personnel According to Their Education at Service Entry	79
61. Education of Enlisted Personnel at Interview	81
63. Accredited Education Obtained by Enlisted Personnel During Military Career	83
64. Accredited Education Obtained by Enlisted Personnel During Army Career	84
65. Accredited Education Obtained by Enlisted Personnel During Navy Career	85
66. Accredited Education Obtained by Enlisted Personnel During Marine Corps Career	86
67. Accredited Education Obtained by Enlisted Personnel During Air Force Career	87
Section V.	
73. Enlisted Personnel Current Marital Status by Pay Grade ..	96
74. Army Enlisted Personnel Current Marital Status by Pay Grade	97
75. Navy Enlisted Personnel Current Marital Status by Pay Grade	98
76. Marine Corps Enlisted Personnel Current Marital Status by Pay Grade	99
77. Air Force Enlisted Personnel Current Marital Status by Pay Grade	100
83. Enlisted Personnel Marital Status at Service Entry by Current Marital Status	106
84. Army Enlisted Personnel Marital Status at Service Entry by Current Marital Status	107
85. Navy Enlisted Personnel Marital Status at Service Entry by Current Marital Status	108
86. Marine Corps Enlisted Personnel Marital Status at Service Entry by Current Marital Status	109
87. Air Force Enlisted Personnel Marital Status at Service Entry by Current Marital Status	110
93. Number of Dependents, Excluding Themselves and Spouses, of Enlisted Personnel	116
95. Distribution of Number of Children and Other Dependents of Enlisted Personnel	118
97. Distribution of Enlisted Personnel by Marital Status, Dependents, Sex, and Pay Grade	120

98.	Distribution of Army Enlisted Personnel by Marital Status, Dependents, Sex, and Pay Grade	121
99.	Distribution of Navy Enlisted Personnel by Marital Status, Dependents, Sex, and Pay Grade	122
100.	Distribution of Marine Corps Enlisted Personnel by Marital Status, Dependents, Sex, and Pay Grade	123
101.	Distribution of Air Force Enlisted Personnel by Marital Status, Dependents, Sex, and Pay Grade	124
107.	Geographic Distribution of Enlisted Personnel Accompanied by Spouse at Assignment Location	130
109.	Command Sponsorship of Spouse and/or Dependents of Enlisted Personnel Accompanied by Spouse	132
111.	Geographic Distribution of Dependents Accompanying Enlisted Personnel	134
112.	Geographic Distribution of Dependents Accompanying Army Enlisted Personnel	135
113.	Geographic Distribution of Dependents Accompanying Navy Enlisted Personnel	136
114.	Geographic Distribution of Dependents Accompanying Marine Corps Enlisted Personnel	137
115.	Geographic Distribution of Dependents Accompanying Air Force Enlisted Personnel	138

Section VI.

121.	Number of Immediate Family Members of Enlisted Personnel Who Have Served in the Military	146
123.	Enlisted Personnel's Immediate Family Members Who Have Served in the Military	148
124.	Army Enlisted Personnel's Immediate Family Members Who Have Served in the Military	149
125.	Navy Enlisted Personnel's Immediate Family Members Who Have Served in the Military	150
126.	Marine Corps Enlisted Personnel's Immediate Family Members Who Have Served in the Military	151
127.	Air Force Enlisted Personnel's Immediate Family Members Who Have Served in the Military	152
133.	Military Service of Fathers of Enlisted Personnel	158

Section VII.

135.	Number of Permanent Changes of Station for Enlisted Personnel	166
137.	Number of Times Spouse or Dependents of Enlisted Personnel Moved to a New Location	168
139.	Amount of Time Enlisted Personnel Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	170
140.	Amount of Time Army Enlisted Personnel Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	171
141.	Amount of Time Navy Enlisted Personnel Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	172

142.	Amount of Time Marine Corps Enlisted Personnel Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	173
143.	Amount of Time Air Force Enlisted Personnel Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	174
149.	Number of Years Enlisted Personnel Have Spent in Overseas Duty	180
150.	Number of Years Army Enlisted Personnel Have Spent in Overseas Duty	182
151.	Number of Years Navy Enlisted Personnel Have Spent in Overseas Duty	184
152.	Number of Years Marine Corps Enlisted Personnel Have Spent in Overseas Duty	186
153.	Number of Years Air Force Enlisted Personnel Have Spent in Overseas Duty	188
159.	Average Percent Time Spent Overseas by Enlisted Personnel by Current Year of Service and Expected Total Years	200
160.	Average Percent Time Spent Overseas by Army Enlisted Personnel by Current Year of Service and Expected Total Years	201
161.	Average Percent Time Spent Overseas by Navy Enlisted Personnel by Current Year of Service and Expected Total Years	202
162.	Average Percent Time Spent Overseas by Marine Corps Enlisted Personnel by Current Year of Service and Expected Total Years	203
163.	Average Percent Time Spent Overseas by Air Force Enlisted Personnel by Current Year of Service and Expected Total Years	204
169.	Navy Enlisted Personnel's Average Percent Time Spent on Sea Duty by Current Year of Service and Expected Total Years	210
171.	PCS-Related Problems Experienced by Enlisted Personnel Adjusting to a Higher Cost of Living	212
172.	PCS-Related Problems Experienced by Enlisted Personnel Moving and Setting Up a New Household	213
173.	PCS-Related Problems Experienced by Enlisted Personnel Paying for Unreimbursed Moving Expenses	214
174.	PCS-Related Problems Experienced by Enlisted Personnel Finding Off-Duty Employment	215
175.	PCS-Related Problems Experienced by Enlisted Personnel Finding Civilian Employment for Spouse or Dependents ..	216
176.	PCS-Related Problems Experienced by Enlisted Personnel Continuing Education	217
177.	PCS-Related Problems Experienced by Enlisted Personnel Finding Permanent Housing	218
178.	PCS-Related Problems Experienced by Enlisted Personnel Finding Shopping Areas, Recreation Facilities, Etc. ...	219

179.	PCS-Related Problems Experienced by Enlisted Personnel	
	--Adjustment of Children to a New Environment	220
180.	PCS-Related Problems Experienced by Enlisted Personnel	
	--Adjustment of Spouse to a New Environment	221
181.	PCS-Related Problems Experienced by Enlisted Personnel	
	Adjusting to a New Environment	222
193.	Unreimbursed PCS Costs of Enlisted Personnel	234
194.	Unreimbursed PCS Costs of Army Enlisted Personnel	235
195.	Unreimbursed PCS Costs of Navy Enlisted Personnel	236
196.	Unreimbursed PCS Costs of Marine Corps Enlisted	
	Personnel	237
197.	Unreimbursed PCS Costs of Air Force Enlisted	
	Personnel	238
203.	Distribution of Unreimbursed PCS Costs of Enlisted	
	Personnel by Marital Status and Dependents	244
205.	Number of Location Preferences Submitted by Enlisted	
	Personnel Prior to a PCS	246
207.	Distribution of Location Preferences Actually Received	
	by Enlisted Personnel	248
209.	Enlisted Personnel's Evaluation of Current or Last	
	Overseas Assignment	250
211.	Overseas Locations Picked as the First Choice of	
	Enlisted Personnel	254
213.	Overseas Locations Picked as the Last Choice of	
	Enlisted Personnel	258
215.	Feelings of Enlisted Personnel About Their Current	
	Assignment Location	262

Section VIII.

217.	Hours Enlisted Personnel Worked at Civilian Jobs	
	in 1978	270
218.	Hours Army Enlisted Personnel Worked at Civilian Jobs	
	in 1978	271
219.	Hours Navy Enlisted Personnel Worked at Civilian Jobs	
	in 1978	272
220.	Hours Marine Corps Enlisted Personnel Worked at	
	Civilian Jobs in 1978	273
221.	Hours Air Force Enlisted Personnel Worked at	
	Civilian Jobs in 1978	274
227.	Civilian Gross Wages of Enlisted Personnel as a Percent	
	of Total Family Income	280
229.	Labor Force Participation of Spouses of Enlisted	
	Personnel by Number of Dependents	282
230.	Labor Force Participation of Spouses of Army Enlisted	
	Personnel by Number of Dependents	283
231.	Labor Force Participation of Spouses of Navy Enlisted	
	Personnel by Number of Dependents	284
232.	Labor Force Participation of Spouses of Marine Corps	
	Enlisted Personnel by Number of Dependents	285
233.	Labor Force Participation of Spouses of Air Force	
	Enlisted Personnel by Number of Dependents	286

239.	Number of Weeks Worked by Spouses of Enlisted Personnel	292
241.	Percent of Total Family Income Earned by Spouses of Enlisted Personnel	294
243.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Social Security or Railroad Retirement	296
244.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Supplementary Security Income	297
245.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Public Welfare or Assistance	298
246.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Government Food Stamps	299
247.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Unemployment or Workmen's Compensation	300
248.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Interest and Dividends on Investments	301
249.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Pensions from Government Employment	302
250.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Pensions from Private Employers or Unions	303
251.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Alimony, Child Support, or Regular Contributions from Outside Household	304
252.	Sources of Enlisted Personnel's Family Income in 1978 Other Than Wages: Other Sources	305
263.	Unearned Income as a Percent of Family Income for Enlisted Personnel	316
265.	Total Family Income in 1978 of Enlisted Personnel	318
267.	Enlisted Personnel Receiving Civilian Job Offers in Twelve Months Prior to Survey	320
269.	Probability of Enlisted Personnel Finding a Good Civilian Job	322
271.	View of Enlisted Personnel Toward Transferability of Their Military Skills to Civilian Sector	324
273.	Enlisted Personnel's Comparison of Immediate Supervisors in Military with a Civilian Supervisor	326
274.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Employee/Employer Relations ...	327
275.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Retirement Benefits	328
276.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Medical Benefits	329
277.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Their Chances for Interesting and Challenging Work	330
278.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Wages and Salaries	331

279.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Their Chances for Promotion ...	332
280.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Opportunities for Training	333
281.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Their Colleagues	334
282.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Their Work Schedule and Hours of Work	335
283.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Job Security	336
284.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding Equipment Used on the Job	337
285.	Enlisted Personnel's Comparison of Military and Civilian Jobs Regarding the Location of Their Job	338
299.	Comparison of Enlisted Pay and Benefits with Civilian Sector Opportunities	352
301.	Current Debts of Enlisted Personnel	354
303.	Current Assets of Enlisted Personnel	356
305.	Change in Financial Situation of Enlisted Personnel in Three Years (1976-1979)	358
306.	Change in Financial Situation of Army Enlisted Personnel in Three Years (1976-1979)	359
307.	Change in Financial Situation of Navy Enlisted Personnel in Three Years (1976-1979)	360
308.	Change in Financial Situation of Marine Corps Enlisted Personnel in Three Years (1976-1979)	361
309.	Change in Financial Situation of Air Force Enlisted Personnel in Three Years (1976-1979)	362

Section IX.

315.	Average Annual Regular Military Compensation of Enlisted Personnel as of October 1, 1978	371
317.	Distribution of Enlisted Personnel According to the Percent of RMC Spent Each Month at Military Exchanges	373
319.	Distribution of Enlisted Personnel According to the Percent of RMC Spent Each Month at Military Commissaries	375
321.	Distribution of Enlisted Personnel According to the Percent of RMC Spent Each Month at Civilian Grocery Stores	377
323.	Value Placed on Military Medical Services by Enlisted Personnel	379
324.	Value Placed on Military Commissaries by Enlisted Personnel	380
325.	Value Placed on Military Exchanges by Enlisted Personnel	381
329.	Type of Housing Lived in by Enlisted Personnel	385
331.	Enlisted Personnel's Reasons for Living in Civilian Housing	387

333.	Satisfaction of Enlisted Personnel with Current Housing	389
335.	Feelings of Enlisted Personnel About Their Current Housing	391
337.	Feelings of Enlisted Personnel About Their Current Housing by Marital-Dependent Groups	393

Section X.

339.	Enlisted Personnel's Expected Years of Service on Leaving the Military	402
340.	Army Enlisted Personnel's Expected Years of Service on Leaving the Military	403
341.	Navy Enlisted Personnel's Expected Years of Service on Leaving the Military	404
342.	Marine Corps Enlisted Personnel's Expected Years of Service on Leaving the Military	405
343.	Air Force Enlisted Personnel's Expected Years of Service on Leaving the Military	406
349.	Enlisted Personnel's Expected Pay Grade on Leaving the Military	412
350.	Army Enlisted Personnel's Expected Pay Grade on Leaving the Military	413
351.	Navy Enlisted Personnel's Expected Pay Grade on Leaving the Military	414
352.	Marine Corps Enlisted Personnel's Expected Pay Grade on Leaving the Military	415
353.	Air Force Enlisted Personnel's Expected Pay Grade on Leaving the Military	416
359.	Enlisted Personnel's Most Important Reasons for Leaving the Military	422
361.	Reenlistment Rates by Survey Reenlistment Intention	426
362.	Distribution of Enlisted Personnel According to Their Probability of Reenlistment	427
363.	Distribution of Reenlistment Intention of Enlisted Personnel When a Two-Year Reenlistment Term is Offered	428
364.	Reenlistment Intentions of Enlisted Personnel When Given a Guaranteed Location Choice	429
365.	Distribution of Reenlistment Intention of Enlisted Personnel When \$4000 Bonus is Offered	430
366.	Distribution of Reenlistment Intention of Enlisted Personnel When \$8000 Bonus is Offered	431
367.	Reenlistment Intentions of Enlisted Personnel When Guaranteed Training in a New Field	432
368.	Reenlistment Intentions of Enlisted Personnel When Given First Choice Location	433
369.	Reenlistment Intentions of Enlisted Personnel When Given Last Choice Location	434
370.	Extension Intentions of Enlisted Personnel When Given First Choice Location and Bonus	435

371.	Extention Intentions of Enlisted Personnel When Given Last Choice Location and Bonus	436
372.	Distribution of Enlisted Personnel According to the Probability That Their Next Tour Will Be in an Undesirable Location	437
374.	Distribution of Preferred Reenlistment Term for Enlisted Personnel	439
Section XI.		
375.	Enlisted Personnel's View of Their Chances for Promotion	442
376.	Army Enlisted Personnel's View of Their Chances for Promotion	443
377.	Navy Enlisted Personnel's View of Their Chances for Promotion	444
378.	Marine Corps Enlisted Personnel's View of Their Chances for Promotion	445
379.	Air Force Enlisted Personnel's View of Their Chances for Promotion	446
385.	Enlisted Personnel's Perceptions of When They Will Be Promoted	452
387.	Distribution of Enlisted Personnel According to When They Expect Their Next Promotion	456
389.	Reenlistment Intention of Enlisted Personnel When Promotion Probability Is Reduced 50 Percent	458
Section XII.		
391.	Percent of Basic Pay Enlisted Personnel Think They Will Receive If They Retire After 26 Years of Service	465
393.	Distribution of Enlisted Personnel According to Their Preference for Alternate Payment Schedules	467
395.	Retirement Plan Preference of Enlisted Personnel	469
397.	Retirement Plan Preference of Enlisted Personnel	473
Section XIII.		
399.	Plans of Enlisted Personnel to Join National Guard or Reserves After Leaving Active Duty	479
401.	Enlisted Personnel's Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	481
402.	Army Enlisted Personnel's Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	482
403.	Navy Enlisted Personnel's Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	483
404.	Marine Corps Enlisted Personnel's Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	484

405.	Air Force Enlisted Personnel's Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	485
411.	Enlisted Personnel's Plans to Join National Guard or Reserves After Leaving Active Duty	491
413.	Distribution of Enlisted Personnel Participation in IRR Program Paying \$200 Per Year After Leaving Active Duty	495

Section XIV.

415.	Racial and Ethnic Group Members in Enlisted Personnel's Primary Work Unit, by Size of Work Unit	501
416.	Racial and Ethnic Group Members in Army Enlisted Personnel's Primary Work Unit, by Size of Work Unit ...	502
417.	Racial and Ethnic Group Members in Navy Enlisted Personnel's Primary Work Unit, by Size of Work Unit ...	503
418.	Racial and Ethnic Group Members in Marine Corps Enlisted Personnel's Primary Work Unit, by Size of Work Unit	504
419.	Racial and Ethnic Group Members in Air Force Enlisted Personnel's Primary Work Unit, by Size of Work Unit ...	505
425.	Racial Homogeneity in Enlisted Personnel's Primary Work Unit by Race	511
426.	Racial Homogeneity in Army Enlisted Personnel's Primary Work Unit by Race	512
427.	Racial Homogeneity in Navy Enlisted Personnel's Primary Work Unit by Race	513
428.	Racial Homogeneity in Marine Corps Enlisted Personnel's Primary Work Unit by Race	514
429.	Racial Homogeneity in Air Force Enlisted Personnel's Primary Work Unit by Race	515
435.	Enlisted Personnel Perception of Service Leaders' View of Equal Opportunity by Race	521
436.	Army Enlisted Personnel Perception of Service Leaders' View of Equal Opportunity by Race	522
437.	Navy Enlisted Personnel Perception of Service Leaders' View of Equal Opportunity by Race	523
438.	Marine Corps Enlisted Personnel Perception of Service Leaders' View of Equal Opportunity by Race	524
439.	Air Force Enlisted Personnel Perception of Service Leaders' View of Equal Opportunity by Race	525
445.	Enlisted Personnel Perception of Comparative Treatment of Blacks/Whites by Race	531
446.	Army Enlisted Personnel Perception of Comparative Treatment of Blacks/Whites by Race	532
447.	Navy Enlisted Personnel Perception of Comparative Treatment of Blacks/Whites by Race	533
448.	Marine Corps Enlisted Personnel Perception of Comparative Treatment of Blacks/Whites by Race	534
449.	Air Force Enlisted Personnel Perception of Comparative Treatment of Blacks/Whites by Race	535

455.	Enlisted Personnel Perception of Promotion Chances of Various Racial Groups	541
456.	Army Enlisted Personnel Perception of Promotion Chances of Various Racial Groups	542
457.	Navy Enlisted Personnel Perception of Promotion Chances of Various Racial Groups	543
458.	Marine Corps Enlisted Personnel Perception of Promotion Chances of Various Racial Groups	544
459.	Air Force Enlisted Personnel Perception of Promotion Chances of Various Racial Groups	545
465.	Enlisted Personnel's Experience with Racial Discrimination	551
466.	Army Enlisted Personnel's Experience with Racial Discrimination	552
467.	Navy Enlisted Personnel's Experience with Racial Discrimination	553
468.	Marine Corps Enlisted Personnel's Experience with Racial Discrimination	554
469.	Air Force Enlisted Personnel's Experience with Racial Discrimination	555

Section XV.

475.	Enlisted Personnel's General Opinion About Women in Their Primary Work Unit by Sex	564
476.	Army Enlisted Personnel's General Opinion About Women in Their Primary Work Unit by Sex	565
477.	Navy Enlisted Personnel's General Opinion About Women in Their Primary Work Unit by Sex	566
478.	Marine Corps Enlisted Personnel's General Opinion About Women in Their Primary Work Unit by Sex	567
479.	Air Force Enlisted Personnel's General Opinion About Women in Their Primary Work Unit by Sex	568
485.	Enlisted Personnel's Perception of Women in Their Primary Work Unit by Sex	574
486.	Army Enlisted Personnel's Perception of Women in Their Primary Work Unit by Sex	575
487.	Navy Enlisted Personnel's Perception of Women in Their Primary Work Unit by Sex	576
488.	Marine Corps Enlisted Personnel's Perception of Women in Their Primary Work Unit by Sex	577
489.	Air Force Enlisted Personnel's Perception of Women in Their Primary Work Unit by Sex	578

Section XVI.

495.	General Satisfaction of Enlisted Personnel with Military Life by Sex	587
497.	General Satisfaction of Enlisted Personnel with Military Life by U.S./Foreign Assignment	589
499.	General Satisfaction of Enlisted Personnel with Military Life by Pay Grade	591
500.	General Satisfaction of Army Enlisted Personnel with Military Life by Pay Grade	592

501.	General Satisfaction of Navy Enlisted Personnel with Military Life by Pay Grade	593
502.	General Satisfaction of Marine Corps Enlisted Personnel with Military Life by Pay Grade	594
503.	General Satisfaction of Air Force Enlisted Personnel with Military Life by Pay Grade	595
509.	General Satisfaction of Enlisted Personnel with Military Life by Race	601
511.	Enlisted Personnel's Perception of Military Life by Sex	603
512.	Enlisted Personnel's Perception of Military Life by Sex	604
513.	Enlisted Personnel's Perception of Military Life by Sex	605
514.	Enlisted Personnel's Perception of Military Life by Sex	606
519.	Enlisted Personnel's Perception of Military Life by Race	611
520.	Enlisted Personnel's Perception of Military Life by Race	612
521.	Enlisted Personnel's Perception of Military Life by Race	613
522.	Enlisted Personnel's Perception of Military Life by Race	614
527.	Enlisted Personnel's Evaluation of Morale at Their Current Location	619
528.	Army Enlisted Personnel's Evaluation of Morale at Their Current Location	620
529.	Navy Enlisted Personnel's Evaluation of Morale at Their Current Location	621
530.	Marine Corps Enlisted Personnel's Evaluation of Morale at Their Current Location	622
531.	Air Force Enlisted Personnel's Evaluation of Morale at Their Current Location	623
537.	Complaint Channels Used by Enlisted Personnel by CONUS/Non-CONUS/Sea Assignment Location	624
538.	Complaint Channels Used by Army Enlisted Personnel by CONUS/Non-CONUS Assignment Location	630
539.	Complaint Channels Used by Navy Enlisted Personnel by CONUS/Non-CONUS/Sea Assignment Location	631
540.	Complaint Channels Used by Marine Corps Enlisted Personnel by CONUS/Non-CONUS/Sea Assignment Location	632
541.	Complaint Channels Used by Air Force Enlisted Personnel by CONUS/Non-CONUS Assignment Location	633
547.	Complaint Channels Used by Enlisted Personnel by Marital Status	639
548.	Complaint Channels Used by Army Enlisted Personnel by Marital Status	640
549.	Complaint Channels Used by Navy Enlisted Personnel by Marital Status	641

550. Complaint Channels Used by Marine Corps Enlisted
 Personnel by Marital Status 642
551. Complaint Channels Used by Air Force Enlisted
 Personnel by Marital Status 643

Appendix B

LIST OF TABLES PRESENTING DATA ON OFFICERS

Section II.

1. Summary of the Questionnaires for the 1978-1979 DoD Survey of Officers and Enlisted Personnel	6
3. Sample Stratification of Officer Personnel	9
4. Summary of Fieldwork for the 1978-1979 DoD Survey of Officers and Enlisted Personnel	12
5. Required and Returned Number of Questionnaires for Each Variant of the Survey	13
6. Relationship of Returned Questionnaires to DoD Population	15

Section III.

8. Distribution of Officers by Pay Grade	23
10. Distribution of Officers According to Time Spent in Military Service	26
13. Distribution of Officers According to Years of Obligated Service Remaining	30
15. Distribution of Officers According to Their Assignment Location	32
21. Officers' Time at Present Location	38
22. Army Officers' Time at Present Location	39
23. Navy Officers' Time at Present Location	40
24. Marine Corps Officers' Time at Present Location	41
25. Air Force Officers' Time at Present Location	42
28. Time Officers Spend Working Outside Primary Occupational Specialty	45
30. Average Weekly Hours Worked by Officers	47
32. Average Weekly Hours Officers Spend on Call, Alert, or Duty Roster	49

Section IV.

34. Age of Officers	54
36. Age of Officers at Service Entry	56
38. Ethnic Background of Officers by Sex	58
44. Ethnic Background of Officers by Pay Grade	64
45. Ethnic Background of Army Officers by Pay Grade	65
46. Ethnic Background of Navy Officers by Pay Grade	66

47.	Ethnic Background of Marine Corps Officers by Pay Grade	67
48.	Ethnic Background of Air Force Officers by Pay Grade	68
54.	Officers' Residence at Age 16	74
55.	Army Officers' Residence at Age 16	75
56.	Navy Officers' Residence at Age 16	76
57.	Marine Corps Officers' Residence at Age 16	77
58.	Air Force Officers' Residence at Age 16	78
60.	Distribution of Officers According to Their Education at Service Entry	80
62.	Education of Officers at Interview	82
68.	Accredited Education Obtained by Officers During Military Career	88
69.	Accredited Education Obtained by Officers During Army Career	89
70.	Accredited Education Obtained by Officers During Navy Career	90
71.	Accredited Education Obtained by Officers During Marine Corps Career	91
72.	Accredited Education Obtained by Officers During Air Force Career	92

Section V.

78.	Officers' Marital Status by Pay Grade	101
79.	Army Officers' Marital Status by Pay Grade	102
80.	Navy Officers' Marital Status by Pay Grade	103
81.	Marine Corps Officers' Marital Status by Pay Grade	104
82.	Air Force Officers' Marital Status by Pay Grade	105
88.	Officers' Marital Status at Service Entry by Current Marital Status	111
89.	Army Officers' Marital Status at Service Entry by Current Marital Status	112
90.	Navy Officers' Marital Status at Service Entry by Current Marital Status	113
91.	Marine Corps Officers' Marital Status at Service Entry by Current Marital Status	114
92.	Air Force Officers' Marital Status at Service Entry by Current Marital Status	115
94.	Number of Dependents, Excluding Themselves and Spouses, of Officers	117
96.	Distribution of Number of Children and Other Dependents of Officers	119
102.	Distribution of Officers by Marital Status, Dependents, Sex, and Pay Grade	125
103.	Distribution of Army Officers by Marital Status, Dependents, Sex, and Pay Grade	126
104.	Distribution of Navy Officers by Marital Status, Dependents, Sex, and Pay Grade	127
105.	Distribution of Marine Corps Officers by Marital Status, Dependents, Sex, and Pay Grade	128
106.	Distribution of Air Force Officers by Marital Status, Dependents, Sex, and Pay Grade	129

AD-A114 806

RAND CORP SANTA MONICA CA

F/8 18/5

DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE U.S. ARMY--ETC(U)

MAR 82 Z D DOERING, W P HUTZLER

MDA903-80-C-0682

RAND-R-2851-MRAL

NL

UNCLASSIFIED

808

000000



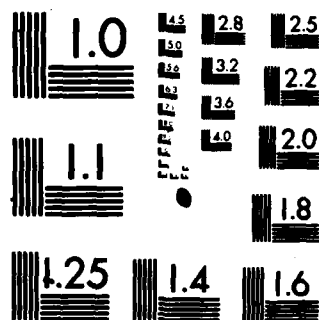
END

DATE

FILMED

6-82

NTIC



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

108.	Geographic Distribution of Officers Accompanied by Spouse at Assignment Location	131
110.	Command Sponsorship of Spouse and/or Dependents of Officers Accompanied by Spouse	133
116.	Geographic Distribution of Dependents Accompanying Officers	139
117.	Geographic Distribution of Dependents Accompanying Army Officers	140
118.	Geographic Distribution of Dependents Accompanying Navy Officers	141
119.	Geographic Distribution of Dependents Accompanying Marine Corps Officers	142
120.	Geographic Distribution of Dependents Accompanying Air Force Officers	143

Section VI.

122.	Number of Immediate Family Members of Officers Who Have Served in the Military	147
128.	Officers' Immediate Family Members Who Have Served in the Military	153
129.	Army Officers' Immediate Family Members Who Have Served in the Military	154
130.	Navy Officers' Immediate Family Members Who Have Served in the Military	155
131.	Marine Corps Officers' Immediate Family Members Who Have Served in the Military	156
132.	Air Force Officers' Immediate Family Members Who Have Served in the Military	157
134.	Military Service of Fathers of Officers	159

Section VII.

136.	Number of Permanent Changes of Station for Officers	167
138.	Number of Times Spouse or Dependents of Officers Moved to a New Location	169
144.	Amount of Time Officers Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey ..	175
145.	Amount of Time Army Officers Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	176
146.	Amount of Time Navy Officers Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	177
147.	Amount of Time Marine Corps Officers Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	178
148.	Amount of Time Air Force Officers Were Separated from Their Spouses and Dependents in 12 Months Preceding Survey	179
154.	Number of Years Officers Have Spent in Overseas Duty	190
155.	Number of Years Army Officers Have Spent in Overseas Duty	192

156.	Number of Years Navy Officers Have Spent in Overseas Duty	194
157.	Number of Years Marine Corps Officers Have Spent in Overseas Duty	196
158.	Number of Years Air Force Officers Have Spent in Overseas Duty	198
164.	Average Percent Time Spent Overseas by Officers by Current Year of Service and Expected Total Years	205
165.	Average Percent Time Spent Overseas by Army Officers by Current Year of Service and Expected Total Years ...	206
166.	Average Percent Time Spent Overseas by Navy Officers by Current Year of Service and Expected Total Years ...	207
167.	Average Percent Time Spent Overseas by Marine Corps Officers by Current Year of Service and Expected Total Years	208
168.	Average Percent Time Spent Overseas by Air Force Officers by Current Year of Service and Expected Total Years	209
170.	Navy Officers' Average Percent Time Spent on Sea Duty by Current Year of Service and Expected Total Years ...	211
182.	PCS-Related Problems Experienced by Officers Adjusting to a Higher Cost of Living	223
183.	PCS-Related Problems Experienced by Officers Moving and Setting Up a New Household	224
184.	PCS-Related Problems Experienced by Officers Paying for Unreimbursed Moving Expenses	225
185.	PCS-Related Problems Experienced by Officers Finding Off-Duty Employment	226
186.	PCS-Related Problems Experienced by Officers Finding Civilian Employment for Spouse or Dependents	227
187.	PCS-Related Problems Experienced by Officers Continuing an Education	228
188.	PCS-Related Problems Experienced by Officers Finding Permanent Housing	229
189.	PCS-Related Problems Experienced by Officers Finding Shopping Areas, Recreation Facilities, Etc.	230
190.	PCS-Related Problems Experienced by Officers--Adjustment of Children to a New Environment	231
191.	PCS-Related Problems Experienced by Officers--Adjustment of Spouse to a New Environment	232
192.	PCS-Related Problems Experienced by Officers Adjusting to a New Environment	233
198.	Unreimbursed PCS Costs of Officers	239
199.	Unreimbursed PCS Costs of Army Officers	240
200.	Unreimbursed PCS Costs of Navy Officers	241
201.	Unreimbursed PCS Costs of Marine Corps Officers	242
202.	Unreimbursed PCS Costs of Air Force Officers	243
204.	Distribution of Unreimbursed PCS Costs of Officers by Marital Status and Dependents	245
206.	Number of Location Preferences Submitted by Officers Prior to a PCS	247

208.	Distribution of Location Preferences Actually Received by Officers	249
210.	Officers' Evaluation of Current or Last Overseas Assignment	252
212.	Overseas Locations Picked as the First Choice of Officers	256
214.	Overseas Locations Picked as the Last Choice of Officers	260
216.	Feelings of Officers About Their Current Assignment Location	263

Section VIII.

222.	Hours Officers Worked at Civilian Jobs in 1978	275
223.	Hours Army Officers Worked at Civilian Jobs in 1978	276
224.	Hours Navy Officers Worked at Civilian Jobs in 1978	277
225.	Hours Marine Corps Officers Worked at Civilian Jobs in 1978	278
226.	Hours Air Force Officers Worked at Civilian Jobs in 1978	279
228.	Civilian Gross Wages of Officers as a Percent of Total Family Income	281
234.	Labor Force Participation of Spouses of Officers by Number of Dependents	287
235.	Labor Force Participation of Spouses of Army Officers by Number of Dependents	288
236.	Labor Force Participation of Spouses of Navy Officers by Number of Dependents	289
237.	Labor Force Participation of Spouses of Marine Corps Officers by Number of Dependents	290
238.	Labor Force Participation of Spouses of Air Force Officers by Number of Dependents	291
240.	Number of Weeks Worked by Spouses of Officers	293
242.	Percent of Total Family Income Earned by Spouses of Officers	295
253.	Sources of Officers' Family Income in 1978 Other Than Wages: Social Security or Railroad Retirement	306
254.	Sources of Officers' Family Income in 1978 Other Than Wages: Supplementary Security Income	307
255.	Sources of Officers' Family Income in 1978 Other Than Wages: Public Welfare or Assistance	308
256.	Sources of Officers' Family Income in 1978 Other Than Wages: Government Food Stamps	309
257.	Sources of Officers' Family Income in 1978 Other Than Wages: Unemployment or Workmen's Compensation	310
258.	Sources of Officers' Family Income in 1978 Other Than Wages: Interest and Dividends on Investments	311
259.	Sources of Officers' Family Income in 1978 Other Than Wages: Pensions from Government Employment	312
260.	Sources of Officers' Family Income in 1978 Other Than Wages: Pensions from Private Employers or Unions	313

261.	Sources of Officers' Family Income in 1978 Other Than Wages: Alimony, Child Support, or Regular Contributions from Outside Household	314
262.	Sources of Officers' Family Income in 1978 Other Than Wages: Other Sources	315
264.	Unearned Income as a Percent of Family Income for Officers	317
266.	Total Family Income in 1978 of Officers	319
268.	Officers Receiving Civilian Job Offers in Twelve Months Prior to Survey	321
270.	Probability of Officers Finding a Good Civilian Job	323
272.	View of Officers Toward Transferability of Their Military Skills to Civilian Sector	325
286.	Officers' Comparison of Immediate Supervisors in Military with a Civilian Supervisor	339
287.	Officers' Comparison of Military and Civilian Jobs Regarding Employee/Employer Relations	340
288.	Officers' Comparison of Military and Civilian Jobs Regarding Retirement Benefits	341
289.	Officers' Comparison of Military and Civilian Jobs Regarding Medical Benefits	342
290.	Officers' Comparison of Military and Civilian Jobs Regarding Their Chances for Interesting and Challenging Work	343
291.	Officers' Comparison of Military and Civilian Jobs Regarding Wages and Salaries	344
292.	Officers' Comparison of Military and Civilian Jobs Regarding Their Chances for Promotion	345
293.	Officers' Comparison of Military and Civilian Jobs Regarding Opportunities for Training	346
294.	Officers' Comparison of Military and Civilian Jobs Regarding Their Colleagues	347
295.	Officers' Comparison of Military and Civilian Jobs Regarding Their Work Schedule and Hours of Work	348
296.	Officers' Comparison of Military and Civilian Jobs Regarding Job Security	349
297.	Officers' Comparison of Military and Civilian Jobs Regarding Equipment Used on the Job	350
298.	Officers' Comparison of Military and Civilian Jobs Regarding the Location of Their Job	351
300.	Comparison of Officers Pay and Benefits with Civilian Sector Opportunities	353
302.	Current Debts of Officers	355
304.	Current Assets of Officers	357
310.	Change in Officers' Financial Situation in Three Years (1976-1979)	363
311.	Change in Army Officers' Financial Situation in Three Years (1976-1979)	364
312.	Change in Navy Officers' Financial Situation in Three Years (1976-1979)	365
313.	Change in Marine Corps Officers' Financial Situation in Three Years (1976-1979)	366

314.	Change in Air Force Officers' Financial Situation in Three Years (1976-1979)	367
------	---	-----

Section IX.

316.	Average Annual Regular Military Compensation of Officers as of October 1, 1978	372
318.	Distribution of Officers According to the Percent of RMC Spent Each Month at Military Exchanges	374
320.	Distribution of Officers According to the Percent of RMC Spent Each Month at Military Commissaries	376
322.	Distribution of Officers According to the Percent of RMC Spent Each Month at Civilian Grocery Stores	378
326.	Value Placed on Military Medical Services by Officers ...	382
327.	Value Placed on Military Commissaries by Officers	383
328.	Value Placed on Military Exchanges by Officers	384
330.	Type of Housing Lived in by Officers	386
332.	Officers' Reasons for Living in Civilian Housing	388
334.	Satisfaction of Officers with Current Housing	390
336.	Feelings of Officers About Their Current Housing	392
338.	Feelings of Officers About Their Current Housing by Marital-Dependent Groups	394

Section X.

344.	Officers' Expected Years of Service on Leaving the Military	407
345.	Army Officers' Expected Years of Service on Leaving the Military	408
346.	Navy Officers' Expected Years of Service on Leaving the Military	409
347.	Marine Corps Officers' Expected Years of Service on Leaving the Military	410
348.	Air Force Officers' Expected Years of Service on Leaving the Military	411
354.	Officers' Expected Pay Grade on Leaving the Military	417
355.	Army Officers' Expected Pay Grade on Leaving the Military	418
356.	Navy Officers' Expected Pay Grade on Leaving the Military	419
357.	Marine Corps Officers' Expected Pay Grade on Leaving the Military	420
358.	Air Force Officers' Expected Pay Grade on Leaving the Military	421
360.	Officers' Most Important Reasons for Leaving the Military	424
373.	Distribution of Officers According to the Probability That Their Next Tour Will Be in an Undesirable Location	438

Section XI.

380.	Officers' View of Their Chances for Promotion	447
381.	Army Officers' View of Their Chances for Promotion	448

382.	Navy Officers' View of Their Chances for Promotion	449
383.	Marine Corps Officers' View of Their Chances for Promotion	450
384.	Air Force Officers' View of Their Chances for Promotion	451
386.	Officers' Perceptions of When They Will Be Promoted	454
388.	Distribution of Officers According to When They Expect Their Next Promotion	457
390.	Reenlistment Intention of Officers When Promotion Probability Is Reduced 50 Percent	459

Section XII.

392.	Percent of Basic Pay Officers Think They Will Receive If They Retire After 26 Years of Service	466
394.	Distribution of Officers According to Their Preference for Alternate Payment Schedules	468
396.	Retirement Plan Preference of Officers	471
398.	Retirement Plan Preference of Officers	475

Section XIII.

400.	Plans of Officers to Join National Guard or Reserves After Leaving Active Duty	480
406.	Officers' Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	486
407.	Army Officers' Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	487
408.	Navy Officers' Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	488
409.	Marine Corps Officers' Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	489
410.	Air Force Officers' Plans to Join the National Guard or Reserves According to Their Years of Obligated Service Remaining	490
412.	Officers' Plans to Join National Guard or Reserves After Leaving Active Duty	493
414.	Distribution of Officer Participation in IRR Program Paying \$200 Per Year After Leaving Active Duty	496

Section XIV.

420.	Racial and Ethnic Group Members in Officers' Primary Work Unit, by Size of Work Unit	506
421.	Racial and Ethnic Group Members in Army Officers' Primary Work Unit, by Size of Work Unit	507
422.	Racial and Ethnic Group Members in Navy Officers' Primary Work Unit, by Size of Work Unit	508
423.	Racial and Ethnic Group Members in Marine Corps Officers' Primary Work Unit, by Size of Work Unit	509

424.	Racial and Ethnic Group Members in Air Force Officers Primary Work Unit, by Size of Work Unit	510
430.	Racial Homogeneity in Officers' Primary Work Unit by Race	516
431.	Racial Homogeneity in Army Officers' Primary Work Unit by Race	517
432.	Racial Homogeneity in Navy Officers' Primary Work Unit by Race	518
433.	Racial Homogeneity in Marine Corps Officers' Primary Work Unit by Race	519
434.	Racial Homogeneity in Air Force Officers' Primary Work Unit by Race	520
440.	Officers' Perception of Service Leaders' View of Equal Opportunity by Race	526
441.	Army Officers' Perception of Service Leaders' View of Equal Opportunity by Race	527
442.	Navy Officers' Perception of Service Leaders' View of Equal Opportunity by Race	528
443.	Marine Corps Officers' Perception of Service Leaders' View of Equal Opportunity by Race	529
444.	Air Force Officers' Perception of Service Leaders' View of Equal Opportunity by Race	530
450.	Officers' Perception of Comparative Treatment of Blacks/Whites by Race	536
451.	Army Officers' Perception of Comparative Treatment of Blacks/Whites by Race	537
452.	Navy Officers' Perception of Comparative Treatment of Blacks/Whites by Race	538
453.	Marine Corps Officers' Perception of Comparative Treatment of Blacks/Whites by Race	539
454.	Air Force Officers' Perception of Comparative Treatment of Blacks/Whites by Race	540
460.	Officers' Perception of Promotion Chances of Various Racial Groups	546
461.	Army Officers' Perception of Promotion Chances of Various Racial Groups	547
462.	Navy Officers' Perception of Promotion Chances of Various Racial Groups	548
463.	Marine Corps Officers' Perception of Promotion Chances of Various Racial Groups	549
464.	Air Force Officers' Perception of Promotion Chances of Various Racial Groups	550
470.	Officers' Experience with Racial Discrimination	556
471.	Army Officers' Experience with Racial Discrimination	557
472.	Navy Officers' Experience with Racial Discrimination	558
473.	Marine Corps Officers' Experience with Racial Discrimination	559
474.	Air Force Officers' Experience with Racial Discrimination	560

Section XV.

480.	Officers' General Opinion About Women in Their Primary Work Unit by Sex	569
481.	Army Officers' General Opinion About Women in Their Primary Work Unit by Sex	570
482.	Navy Officers' General Opinion About Women in Their Primary Work Unit by Sex	571
483.	Marine Corps Officers' General Opinion About Women in Their Primary Work Unit by Sex	572
484.	Air Force Officers' General Opinion About Women in Their Primary Work Unit by Sex	573
490.	Officers' Perception of Women in Their Primary Work Unit by Sex	579
491.	Army Officers' Perception of Women in Their Primary Work Unit by Sex	580
492.	Navy Officers' Perception of Women in Their Primary Work Unit by Sex	581
493.	Marine Corps Officers' Perception of Women in Their Primary Work Unit by Sex	582
494.	Air Force Officers' Perception of Women in Their Primary Work Unit by Sex	583

Section XVI.

496.	General Satisfaction of Officers with Military Life by Sex	588
498.	General Satisfaction of Officers with Military Life by U.S./Foreign Assignment	590
504.	General Satisfaction of Officers with Military Life by Pay Grade	596
505.	General Satisfaction of Army Officers with Military Life by Pay Grade	597
506.	General Satisfaction of Navy Officers with Military Life by Pay Grade	598
507.	General Satisfaction of Marine Corps Officers with Military Life by Pay Grade	599
508.	General Satisfaction of Air Force Officers with Military Life by Pay Grade	600
510.	General Satisfaction of Officers with Military Life by Race	602
515.	Officers' Perception of Military Life by Sex	607
516.	Officers' Perception of Military Life by Sex	608
517.	Officers' Perception of Military Life by Sex	609
518.	Officers' Perception of Military Life by Sex	610
523.	Officers' Perception of Military Life by Race	615
524.	Officers' Perception of Military Life by Race	616
525.	Officers' Perception of Military Life by Race	617
526.	Officers' Perception of Military Life by Race	618
532.	Officers' Evaluation of Morale at Their Current Location	624
533.	Army Officers' Evaluation of Morale at Their Current Location	625

Navy Officers' Evaluation of Morale at Their Current Location	626
Marine Corps Officers' Evaluation of Morale at Their Current Location	627
Air Force Officers' Evaluation of Morale at Their Current Location	628
Complaint Channels Used by Officers by CONUS/Non-CONUS/Sea Assignment Location	634
Complaint Channels Used by Army Officers by CONUS/Non-CONUS Assignment Location	635
Complaint Channels Used by Navy Officers by CONUS/Non-CONUS/Sea Assignment Location	636
Complaint Channels Used by Marine Corps Officers by CONUS/Non-CONUS/Sea Assignment Location	637
Complaint Channels Used by Air Force Officers by CONUS/Non-CONUS Assignment Location	638
Complaint Channels Used by Officers by Marital Status ...	644
Complaint Channels Used by Army Officers by Marital Status	645
Complaint Channels Used by Navy Officers by Marital Status	646
Complaint Channels Used by Marine Corps Officers by Marital Status	647
Complaint Channels Used by Air Force Officers by Marital Status	648